



## Annexure VI

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FY 24-25****SECTION A: GENERAL DISCLOSURES****I. Details of the Listed Entity**

|    |   |  |
|----|---|--|
| 1  | Corporate Identity Number (CIN) of the Listed Entity  | L26922HR1980PLC010901  |
| 2  | Name of the Listed Entity   | Jindal Stainless Limited (“JSL”/ “Jindal Stainless”/ “the Company”)  |
| 3  | Year of incorporation   | 1980   |
| 4  | Registered office address   | O.P. Jindal Marg, Hisar, Haryana- 125005   |
| 5  | Corporate address   | Jindal Centre, 12, Bhikaiji Cama Place, New Delhi-110066   |
| 6  | E-mail  | <a href="mailto:investorcare@jindalstainless.com">investorcare@jindalstainless.com</a>   |
| 7  | Telephone   | +91 11 41462000  |
| 8  | Website   | <a href="https://www.jindalstainless.com/">https://www.jindalstainless.com/</a>  |
| 9  | Financial year for which reporting is being done  | 1 April 2024 – 31 March 2025   |
| 10 | Name of the Stock Exchange(s) where shares are listed   | National Stock Exchange of India Limited (NSE) & BSE Limited (BSE)   |
| 11 | Paid-up Capital (In Rs.)  | 1,64,75,39,176   |
| 12 | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report  | Mr. Navneet Raghuvanshi - Head- Legal, Company Secretary & Compliance Officer<br>Jindal Stainless Limited,<br>Jindal Centre, 12, Bhikaiji Cama Place, New Delhi, 110022<br>Contact No. - 011 41462000<br>E-mail - <a href="mailto:investorcare@jindalstainless.com">investorcare@jindalstainless.com</a> |
| 13 | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) | The disclosures under this report have been prepared on a standalone basis.  |
| 14 | Name of assessment or assurance provider  | SGS India Private Limited  |
| 15 | Type of assessment or assurance obtained  | Reasonable assurance as per SEBI guidelines & International Standard on Assurance Engagements (ISAE) 3000 (Revised)  |

**II. Products/services****16. Details of business activities (accounting for 90% of the turnover)**

| S. No | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|-------|------------------------------|----------------------------------|-----------------------------|
| 1     | Manufacturing                | Metal & Metal products           | 99.6%                       |

**17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):**

| S. No.      | Product/Service   | NIC Code | % of total Turnover contributed |
|-------------|-------------------|----------|---------------------------------|
| 1.          | CR Coil           | 24105    | 38.20%                          |
| 2.          | CR Sheet          |          | 10.54%                          |
| 3.          | HRAP Coil         |          | 22.54%                          |
| 4.          | HRAP Sheets/Plate |          | 20.40%                          |
| 5.          | Slab              |          | 2.70%                           |
| 6.          | Wide Black Coil   |          | 5.22%                           |
| 7.          | Other revert      |          | 0.40%                           |
| Grand Total |                   |          | 100%                            |

### III. Operations

#### 18. Number of locations where plants and/or operations/offices of the entity are situated:

| S. No | Location      | Number of plants | Number of offices | Total |
|-------|---------------|------------------|-------------------|-------|
| 1     | National      | 4                | 9                 | 13    |
| 2     | International | 0                | 1                 | 1     |

#### 19. Markets served by the entity:

##### a. Number of locations

| S. No | Locations                        | Number |
|-------|----------------------------------|--------|
| 1     | National (No. of states)         | 13     |
| 2     | International (No. of countries) | 49     |

##### b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of the exports is ~11.69% of the total turnover of entity for FY 24-25.

##### c. A brief on types of customers

JSL classifies its customers based on industry, geography, and customer type and ranks among the top five stainless steel producers globally, excluding China. The trust bestowed by our customers has made us India's largest stainless-steel manufacturer. Our products are sold worldwide and find applications in industries such as automotive, healthcare, renewable energy, infrastructure, and processing. Our diverse customer base spans various sectors, including traders, OEMs, pipe and tube manufacturers, hollowware producers, automotive companies, re-rollers, wagon and coach manufacturers, white goods manufacturers, and lift, elevator and metro system providers.

Customer accounts are grouped under the following four categories:

1. Business-to-Business (B2B): Major Original Equipment Manufacturers (OEMs) in the automotive and construction sectors, as well as project customers.
2. Business-to-Emerging Corporate Accounts (B2ECA): Micro, Small, and Medium Enterprises (MSMEs).
3. Business-to-Consumers (B2C): Individual Retail Consumers.
4. Business-to-Government (B2G): Government Organisations and Public Sector Undertakings.

The Company focuses on improving customer insights through detailed segmentation by end-use, application, and geography.

More details on the products and their applications are available at: <https://www.jindalstainless.com/our-customers/>

### IV. Employees

#### 20. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

| S. No     | Particulars                    | Total(A)     | Male         |               | Female     |              |
|-----------|--------------------------------|--------------|--------------|---------------|------------|--------------|
|           |                                |              | No.(B)       | %(B/A)        | No.(C)     | %(C/A)       |
| Employees |                                |              |              |               |            |              |
| 1         | Permanent (D)                  | 5420         | 5175         | 95.48%        | 245        | 4.52%        |
| 2         | Other than Permanent (E)       | 478          | 463          | 96.86%        | 15         | 3.14%        |
| 3         | <b>Total employees (D + E)</b> | <b>5898</b>  | <b>5638</b>  | <b>95.59%</b> | <b>260</b> | <b>4.41%</b> |
| Workers   |                                |              |              |               |            |              |
| 4         | Permanent (F)                  | 308          | 292          | 94.81%        | 16         | 5.19         |
| 5         | Other than Permanent (G)       | 13221        | 12631        | 95.54%        | 590        | 4.46%        |
| 6         | <b>Total workers (F + G)</b>   | <b>13529</b> | <b>12923</b> | <b>95.52%</b> | <b>606</b> | <b>4.48%</b> |

**b. Differently abled Employees and workers:**

| S. No                       | Particulars                               | Total(A) | Male   |        | Female |        |
|-----------------------------|---|----------|--------|--------|--------|--------|
|                             |   |          | No.(B) | %(B/A) | No.(C) | %(C/A) |
| Differently abled Employees |   |          |        |        |        |        |
| 1                           | Permanent (D)                             |          |        |        |        |        |
| 2                           | Other than Permanent (E)                  |          |        | 0      |        |        |
| 3                           | Total differently abled employees (D + E) |          |        |        |        |        |
| Differently abled Workers   |   |          |        |        |        |        |
| 4                           | Permanent (F)                             |          |        |        |        |        |
| 5                           | Other than Permanent (G)                  |          |        | 0      |        |        |
| 6                           | Total differently abled workers (F + G)   |          |        |        |        |        |

**21. Participation/Inclusion/Representation of women:**

|                           | Total(A) | No. and percentage of Females |        |
|---------------------------|----------|-------------------------------|--------|
|                           |          | No.(B)                        | %(B/A) |
| *Board of Directors       | 11       | 3                             | 27.27  |
| *Key Management Personnel | 6        | 0                             | 0      |

\* As on March 31, 2025

Remarks: Key Management Personnel includes Chairman & Managing Director, Managing Director, CEO & Wholetime Director, Wholetime Director & COO, Executive Director & Group CFO and Head - Legal, Company Secretary & Compliance Officer

**22. Turnover rate for permanent employees and workers: (Disclose trends for the past 3 years)**

| Category            | FY 2025 |        |       | FY 2024 |        |        | FY 2023 |        |       |
|---------------------|---------|--------|-------|---------|--------|--------|---------|--------|-------|
|                     | Male    | Female | Total | Male    | Female | Total  | Male    | Female | Total |
| Permanent Employees | 9.13%   | 0.69%  | 9.80% | 10.00%  | 10.00% | 10.00% | 6.31%   | 0.56%  | 6.87% |
| Permanent Workers   | 0.00%   | 0.00%  | 0.00% | 1.50%   | 0.00%  | 1.40%  | 0.31%   | 0.31%  | 0.31% |

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. a. Names of holding / subsidiary / associate companies / joint ventures**

| S. No | Name of the holding/ subsidiary/ associate companies/ joint ventures (A)   | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|-------|--|--|-----------------------------------|--|
| 1     | PT Jindal Stainless Indonesia  | Subsidiary   | 99.99                             | No   |
| 2     | Jindal Stainless FZE   | Subsidiary   | 100                               |  |
| 3     | JSL Group Holdings Pte. Ltd.   | Subsidiary   | 100                               |  |
| 4     | Iberjindal S.L.  | Subsidiary   | 95                                |  |
| 5     | Jindal Stainless Steelway Limited  | Subsidiary   | 100                               |  |
| 6     | Jindal Lifestyle Limited   | Subsidiary   | 73.37                             |  |
| 7     | Green Delhi BQS Limited  | Subsidiary   | 100                               |  |
| 8     | JSL Logistics Limited  | Subsidiary   | 100                               |  |
| 9     | Jindal Quanta Limited (formerly known as Jindal Strategic Systems Limited) | Subsidiary   | 100                               |  |
| 10    | PT Cosan Metal Industry  | Associate of Company Subsidiary                                | 49                                |  |
| 11    | JSL Super Steel Limited (formerly known as Rathi Super Steel Limited)      | Subsidiary   | 100                               |  |
| 12    | Jindal Stainless Park Limited  | Subsidiary   | 100                               |  |
| 13    | Jindal United Steel Limited  | Subsidiary   | 100                               |  |
| 14    | Rabirun Vinimay Private Limited  | Subsidiary   | 100                               |  |
| 15    | Sungai Lestari Investment Pte. Ltd.  | Subsidiary   | 100                               |  |
| 16    | ReNew Green (MHS ONE) Pvt Ltd  | Associate  | 26                                |  |



| S. No | Name of the holding/ subsidiary/ associate companies/ joint ventures (A)                          | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|-------|---|--|-----------------------------------|--|
| 17    | Evergreat International Investment Pte Ltd (w.e.f. June 4, 2024)                                  | subsidiary   | 100                               | No   |
| 18    | Chromeni Steels Limited (formerly known as Chromeni Steels Private Limited) (w.e.f. June 4, 2024) | subsidiary   | 100                               |  |
| 19    | Sulawesi Nickel Processing Industries Holdings Pte. Ltd. (w.e.f. June 28, 2024)                   | subsidiary   | 100                               |  |
| 20    | AGH Dreams Limited (formerly known as AGH Dreams Private Limited) (w.e.f. February 27, 2025)      | subsidiary   | 100                               |  |
| 21    | Utkrisht Dream Ventures Private Limited (w.e.f. February 27, 2025)                                | subsidiary   | 100                               |  |
| 22    | PT Glory Metal Indonesia (w.e.f. June 28, 2024)   | Associate Company of Subsidiary                                | 49                                |  |

## VI. CSR Details

### 24.i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes

#### ii. Turnover (in Rs.)

401,81,68,00,000

#### iii. Net worth (in Rs.)

161,96,88,00,000

## VII. Transparency and Disclosures Compliances

### 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)   | FY 2025 (Current Financial Year)           |  |   | FY 2024 (Previous Financial Year)          |  |  |
|---|--|--|--|---|--|--|--|
|   |  | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks   | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks                                |
| Communities*                                      | Yes, JSL has a grievance policy for our communities: <a href="https://www.jindalstainless.com/wp-content/uploads/2023/08/StakeholdersGrievance-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/08/StakeholdersGrievance-Policy.pdf</a> | 31   | 1  | Requests related to extra allowance for better health and education in absence of school/ hospital        | 67   | 1  | Related to displaced deceased persons. |
| Investors (other than shareholders)               | Yes, the Investors grievance policy is available at: <a href="https://www.jindalstainless.com/wp-content/uploads/2023/08/Investors-Grievance-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/08/Investors-Grievance-Policy.pdf</a>     | 0  | 0  | NA  | 0  | 0  | NA                                     |
| Shareholders                                      | Yes, the Investors grievance policy is available at: <a href="https://www.jindalstainless.com/wp-content/uploads/2023/08/Investors-Grievance-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/08/Investors-Grievance-Policy.pdf</a>     | 58   | 7  | The Company received complaints related to share transfers, transmission and dematerialization of shares. | 36   | 1  | NA                                     |



| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)   | FY 2025 (Current Financial Year)           |  |   | FY 2024 (Previous Financial Year)          |  |         |
|---|--|--|--|---|--|--|---------|
|   |  | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks   | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Employees and workers                             | Yes, JSL has robust system and process to address the grievances of employees and workmen. For workmen, the Company has adopted a grievance redressal policy. Additionally, the Company's Whistleblower policy ( <a href="https://www.jindalstainless.com/wp-content/uploads/2025/02/JSL-Whistle-Blower-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2025/02/JSL-Whistle-Blower-Policy.pdf</a> ) and Code of Conduct ( <a href="https://www.jindalstainless.com/wp-content/uploads/2025/04/JSL-Code-of-Conduct.pdf">https://www.jindalstainless.com/wp-content/uploads/2025/04/JSL-Code-of-Conduct.pdf</a> ) also act as channels for grievance redressal mechanism. | 0  | 0  | NA  | 0  | 0  | NA      |
| Customers   | Yes, grievances can be directly logged in hybris and SAP portal for both domestic and export customers. The stakeholder grievance policy is available at <a href="https://www.jindalstainless.com/wp-content/uploads/2023/08/Stakeholders-Grievance-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/08/Stakeholders-Grievance-Policy.pdf</a>   | 1649                                       | 23   | complaints were resolved within the stipulated timeframe. | 1096                                       | 14   | NA      |
| Value Chain Partners                              | Yes, JSL have floated surveys to the vendors to understand issues, if any, with the new system implementations carried out by the Company (Intelligent spend management, vendor financing, etc.). This also serves as a platform for the vendors to share feedback, suggestion or grievances, if any, with the Company. JSL's grievance mechanism for value chain partners is available at <a href="https://www.jindalstainless.com/wp-content/uploads/2023/08/Stakeholders-Grievance-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/08/Stakeholders-Grievance-Policy.pdf</a>   | 0  | 0  | NA  | 0  | 0  | NA      |
| Others  |  |  |  | Nil   |  |  |         |

\* The complaints received from communities are being disclosed for FY 2024 in this reporting year as we have enhanced the monitoring of this data which was unavailable till previous reporting year.



## 26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|--|---|--|
| 1      | Risk Management           | O  | In today's volatile business environment, a strong and forward-looking risk management framework presents a strategic opportunity for resilience, agility, and sustainable growth. For an industry exposed to market fluctuations, environmental regulations, and global supply chain complexities, identifying and addressing risks proactively allows JSL to minimize disruptions, respond faster to change, and gain a competitive edge. Effective risk management also enhances investor confidence, supports regulatory compliance, and strengthens overall governance. | JSL has implemented a comprehensive Enterprise Risk Management (ERM) framework, supported by a dedicated Risk Management Committee. The Company continuously assesses risks through structured processes involving risk registers, scenario analysis, internal audits, and stakeholder engagement. Key risks are assigned ownership and tracked through defined mitigation strategies. In addition to managing traditional risks, JSL is investing in cyber risk preparedness, business continuity planning, and climate-related risk assessments. Regular training, compliance reviews, and integration of risk insights into strategic decision-making further reinforce its proactive risk culture.  | <b>Positive</b>  |
| 2      | Energy & Emissions        | R  | The steel industry is highly energy-intensive, with emissions primarily from fuel consumption in operations like the Steel Melting Shop (SMS), rolling processes, captive power generation, and ferroalloy processing. As regulatory pressure intensifies, there is a growing risk of penalties for exceeding emission limits and increasing compliance costs. Additionally, the rising demand from investors for sustainable practices further compounds the need for emission reduction, creating both environmental and financial risks.                                  | To address this risk, the Company is focused on adopting Best Available Technologies (BATs) to reduce emissions and improve operational efficiency. The Company has set an ambitious target to achieve Net Zero emissions by 2050, intending to reduce emissions intensity by 50% from baseline FY 2022 levels. By aligning with the Science-Based Targets Initiative (SBTi), the Company is committing to clear, science-backed GHG reduction targets for both short-term and long-term objectives. Efforts to improve energy efficiency include reducing fossil fuel use, optimizing processes, and transitioning towards renewable energy. At the Jaipur plant, a pioneering solar energy project with a total capacity 30 MWp - including 7.3 MWp floating solar and 23.02 MWp rooftop solar was successfully commissioned in partnership with A B Energia. | <b>Negative</b>  |
| 3      | Corporate Governance      | O  | Effective governance enhances transparency, accountability, and stakeholder trust. It ensures compliance with legal and regulatory frameworks while enabling sound decision-making at all levels. As investor and regulatory scrutiny on ESG and governance standards increases, robust governance systems present an opportunity to strengthen the Company's market reputation, attract long-term capital, and build stakeholder confidence.  | JSL is committed to upholding the highest standards of corporate governance through a well-defined framework aligned with SEBI regulations and global best practices. The Company has an independent and diverse Board, supported by specialized committees such as the Audit Committee, Nomination & Remuneration Committee, and Risk Management Committee. Regular Board evaluations, transparent disclosures, and ethical business conduct form the foundation of governance at JSL. The Company also integrates governance principles into its ESG strategy and ensures training, monitoring, and compliance across all operational levels.   | <b>Positive</b>  |



| S. No. | Material issue identified           | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity  | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|-------------------------------------|--|---|---|--|
| 4      | Occupational Health & Safety        | R  | With a large workforce deployed across various plant locations, ensuring the health, safety, and well-being of employees and workers is critical to maintaining stable operations. Any serious safety incident or adverse regulatory action can disrupt operations and negatively impact employee morale, health outcomes, and the Company's reputation. Prioritizing occupational health and safety is not only a legal obligation but also a core component of responsible business conduct.  | JSL follows a strict 'No Harm' philosophy in managing occupational health and safety risks. The Company has robust systems in place to monitor safety performance through KPIs such as fatalities, LTIFR (Lost Time Injury Frequency Rate), high-consequence work-related injuries, and other recordable incidents. Regular safety training is conducted to enhance awareness and preparedness among employees. Health surveillance measures, including Spirometry and Audiometry tests, are routinely conducted for employees in dust-prone and high-noise areas. Additionally, pre-employment and periodic medical examinations are carried out for all employees to detect and mitigate health risks early. These measures ensure that health and safety risks are identified, managed, and minimized proactively. | <b>Negative</b>  |
| 5      | Water & Wastewater Management       | R  | Our operations critically depend on water as a key input. Moreover, the plant located at Hisar, Haryana is in a water-stressed aligned with CGWB guidelines. Insufficient water availability poses a risk of operational disruptions and could lead to conflicts with stakeholders regarding water resources.   | JSL's approach to mitigate the risk are as under: <ul style="list-style-type: none"> <li>Addressing water scarcity through principles of Reduce, Reuse, Recycle and Recover using best available technologies.</li> <li>Minimizing withdrawal of fresh water by maximizing recycling of treated waste effluents within the plant.</li> <li>Rainwater harvesting at plant sites</li> </ul> Strengthening water recycling and installing zero liquid discharge (ZLD) technologies at our plant. Carrying out detailed water risk assessments to identify and minimize water losses and opportunities for water savings.   | <b>Negative</b>  |
| 6      | Circular Economy & Waste Management | O  | Stainless steel manufacturing, being a circular economy, relies heavily on recycled materials. Stainless steel has a lifespan of at least fifty years and can be recycled completely and infinitely, with no loss in quality. Furthermore, the entire life cycle cost of stainless steel is often lower than other materials, making its usage cost-efficient and more sustainable as well. These properties of stainless steel breathe life into a circular economy, where sustainability and profitability intertwine. JSL generate a significant amount of waste from its operations which has the potential to get reused in our own operations or sold to external vendors for further recycling creating value from it. | We are committed to the principles of Reduce, Reuse, Recycle, Recover and Repurpose, aiming to maximize the amount of scrap utilization in the operations. JSL strives to reduce its reliance on natural resources. The Company produces a significant portion of its stainless steel from recycled scrap-metal recovered from slaggrinding dust, thereby minimising the need for virgin resources. Additionally, JSL ensures the reuse of various industrial byproducts that it produces.  | <b>Positive</b>  |





| S. No. | Material issue identified       | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------------|--|--|---|--|
| 7      | Biodiversity                    | R  | Biodiversity loss is increasingly recognized as a material environmental risk for industries with large land footprints, resource-intensive processes, and ecological impacts. JSL's activities can impact the land use change, water extraction, emissions, waste generation, and noise which can directly or indirectly disturb local flora and fauna.   | <p>JSL has undertaken a structured approach to effectively address the biodiversity risks with the following actionable –</p> <ul style="list-style-type: none"> <li>• Conducting site-specific biodiversity risk/ impact assessments and development of biodiversity management plans.</li> <li>• Work closely with local communities, forest departments, etc. to develop shared action plans.</li> <li>• Monitoring of nature-related metrics and regular reporting, disclosure of efforts through TNFD reporting.</li> <li>• Capacity building of concerned stakeholders on biodiversity risks and its mitigation.</li> </ul>   | <b>Negative</b>  |
| 8      | Human Capital R&O Management    | R&O  | Evolving workforce expectations for flexible work policies and a competitive labor market for skilled talent could impact our ability to attract and retain employees. Failure to manage these issues and our employer brand effectively could pose a risk to operational stability, our ability to execute strategy, and our corporate reputation. This is a potential risk linked to our human resources strategy, direct operations, and market reputation. There is a significant opportunity to create value through leadership in human capital management. Internally, becoming an employer of choice has the potential to attract top talent and improve productivity. Externally, partnering with suppliers who also prioritize workforce well-being can enhance supply chain reliability, while strong performance on social metrics can improve our ESG ratings and broaden access to sustainable finance. This is a potential opportunity that supports our direct operations, upstream value chain, and financial strategy. | To mitigate risks associated with Human Capital Management, the company is focusing on strengthening its people strategy by aligning with evolving workforce expectations, such as inclusive policies and career development opportunities. We are investing in employee engagement, employee values and continuous learning programs to attract and retain skilled talent in a competitive labor market. Additionally, we are fostering a culture of well-being, diversity, and performance to position ourselves as an employer of choice. Externally, we are encouraging our business partners to uphold high labor standards and employee welfare practices, thereby enhancing the resilience of our value chain. These actions not only safeguard operational continuity and strategic execution but also contribute to strengthen our reputation. | <b>Positive</b>  |
| 9      | Diversity, Equity and inclusion | O  | For JSL, human capital is the core asset driving organisational success. The Company aims to foster diversity in the workforce to develop a culture of safety, employee engagement and support for diverse groups. Diversity is business imperative for the Company and a healthy diversity mix is more likely to result in financial returns above industry median.   | JSL is focused on strategies to attract diverse talents, imbibe an inclusive culture, and work towards ensuring equality, not only in letter but in spirit as well. The Company's culture allows individual talent to bloom and empowers people at all levels. The Company has an optimum combination of men and women Directors on its Board. The remuneration payable to directors and employees are based on the principles of performance and are at parity with industry standards.  | <b>Positive</b>  |





| S. No. | Material issue identified   | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---|--|--|---|--|
| 10     | Community Engagement and Development  | R&O  | Our communities are identified as one of our most significant stakeholder. Local communities provide social licence to operate. Building trust and fostering deep engagement with them enhances JSL's goodwill. This approach also offers long-term benefit to the Company in terms of loyalty, support, manpower recruitment and product awareness.   | Guided by the vision and philosophy of our Founder Late Shri O.P. Jindal, JSL has strived to deliver on its responsibilities towards its communities, people and society at large. Corporate Social Responsibility (CSR) is the strategic approach towards sustainable community development and the key to inclusive growth. This gives the employees and the management an opportunity to get connected with each other and the community at large. JSL's aim is to provide a platform that empowers the community through need-based programmes inter alia including promoting education & vocational training, integrated health care, livelihood & women empowerment, rural infrastructure development, environment sustainability, sports, making them self-reliant through a process of direct intervention. | <b>Positive</b>  |
| 11     | Scrap Availability  | R  | Growing environmental regulations and process requirements for Electric Arc Furnace (EAF) melting make Stainless Steel industry consume more scrap resulting in reduced scrap availability. Developing countries, such as India has the added problem of nascent recycling infrastructure. In these regions, scrap collection logistics are underdeveloped, circular supply chains are in their infancy, and sorting equipment is at a premium, making scrap accumulation at scale difficult leading the Company to source scrap from different geographical locations across the world. | JSL has a dedicated sourcing team which is constantly working on sourcing raw material from various regions. Availability is mapped against forecasted demand to ensure a healthy raw material influx for uninterrupted operations.   | <b>Negative</b>  |
| 12     | Extensive use of products for various industrial usage and domestic consumption | O  | Stainless Steel offers a great combination of strength and long life creating a distinct edge over carbon steel and preferred by end use customers. Stainless Steel has diverse properties, apart from corrosion resistance. This allows the metal to lend itself for a variety of applications, making it a preferred choice across industries, and a clear winner over other alternatives.   | <p>Inherent properties of austenitic stainless steel impart inter-alia following several safety advantages.</p> <ul style="list-style-type: none"> <li>Stainless steel strengthens during cold forming and provides added safety to railcars.</li> <li>Large energy absorptions during impact without brittle fractures provide enhanced safety compared to carbon steel.</li> <li>Stainless steel has excellent fire resistance properties compared to Aluminium.</li> <li>JSL employs multi-modal strategies to promote the use of austenitic stainless steel in safety critical applications.</li> </ul>   | <b>Positive</b>  |



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

- P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
- P2 Businesses should provide goods and services in a manner that is sustainable and safe
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4 Businesses should respect the interests of and be responsive towards all its stakeholders
- P5 Businesses should respect and promote human rights
- P6 Businesses should respect, protect and make efforts to restore the environment
- P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8 Businesses should promote inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their consumers in a responsible manner

### Policy and Management Processes

#### 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)

| P1  | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

#### b. Has the policy been approved by the Board? (Yes/No)

| P1  | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

#### c. Web Link of the Policies, if available

| S. No | Policy   | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|-------|--|----|----|----|----|----|----|----|----|----|
| 1     | Risk Management Policy   | ✓  |    |    |    |    |    |    |    |    |
| 2     | Anti-Trust & Fair Competition Policy                                   | ✓  |    |    |    |    |    |    |    |    |
| 3     | Code of Conduct to Regulate, Monitor and Report Trading by Insiders    | ✓  |    |    |    |    |    |    |    |    |
| 4     | Occupational Health and Safety Policy                                  |    |    | ✓  |    |    |    |    |    |    |
| 5     | Quality Policy   |    | ✓  |    |    |    |    |    |    | ✓  |
| 6     | Energy Management Policy   |    |    |    |    |    | ✓  |    |    |    |
| 7     | Supplier Code of Conduct Policy  | ✓  | ✓  |    | ✓  |    |    |    |    |    |
| 8     | Tax Policy   | ✓  |    |    |    |    |    |    |    |    |
| 9     | Stakeholders Grievance Policy  |    |    |    | ✓  |    |    |    |    |    |
| 10    | Responsible Sourcing Policy  | ✓  | ✓  |    | ✓  |    |    |    |    |    |
| 11    | Investors Grievance Policy   |    |    |    | ✓  |    |    |    | ✓  |    |
| 12    | Sustainability Policy  |    |    |    |    | ✓  | ✓  |    |    |    |
| 13    | Human Rights Policy  |    |    |    |    | ✓  |    |    |    |    |
| 14    | Equal Opportunity Policy   |    |    |    |    | ✓  |    |    | ✓  |    |
| 15    | Biodiversity Policy  |    |    |    |    |    | ✓  |    |    |    |
| 16    | Code of Conduct for Board & Senior Management                          | ✓  |    |    |    |    |    |    |    |    |
| 17    | Environment Policy   |    |    |    |    |    | ✓  |    |    |    |
| 18    | Clawback & Malus Policy  | ✓  |    |    |    |    |    |    |    |    |
| 19    | Anti Bribery & Anti-Corruption Policy                                  | ✓  |    |    |    |    |    |    |    |    |
| 20    | Dividend Distribution Policy   | ✓  |    |    |    |    |    |    |    |    |
| 21    | Remuneration Policy  | ✓  |    |    |    |    |    |    |    |    |
| 22    | Details of Familiarization Programme imparted to Independent Directors | ✓  |    |    |    |    |    |    |    |    |



| S. No | Policy  | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|-------|---|----|----|----|----|----|----|----|----|----|
| 23    | Policy on Preservation & Archival of documents  | ✓  |    |    |    |    |    |    |    |    |
| 24    | Policy on Disclosure of Material Events   | ✓  |    |    |    |    |    |    |    |    |
| 25    | Policy on Familiarisation Programme   | ✓  |    |    |    |    |    |    |    |    |
| 26    | Climate Change Policy   |    |    |    |    |    | ✓  |    |    |    |
| 27    | Code of Practice: & Procedures for Fair Disclosure of Unpublished Price Sensitive Information | ✓  |    |    |    |    |    |    |    |    |
| 28    | Whistle Blower Policy   |    |    | ✓  |    |    |    |    |    |    |
| 29    | Related Parties Policy  | ✓  |    |    |    |    |    |    |    |    |
| 30    | Corporate Social Responsibility Policy  |    |    | ✓  |    |    |    |    |    |    |
| 31    | Water Management Policy   |    |    |    |    |    | ✓  |    |    |    |
| 32    | Information Security Policy   | ✓  |    |    |    |    |    |    |    | ✓  |
| 33    | Diversity, Equity Inclusivity Policy  |    |    |    |    |    |    |    | ✓  |    |
| 34    | Board Diversity Policy  |    |    |    |    |    |    |    | ✓  |    |

## 2. Whether the entity has translated the policy into procedures. (Yes / No)

| P1   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|----|----|----|----|----|----|----|----|
| Yes, all policies of the company have been translated into procedures, which are in various stages of implementation. Various executive committees designated with specific responsibilities have also been constituted for operationalising these policies. |    |    |    |    |    |    |    |    |

## 3. Do the enlisted policies extend to your value chain partners? (Yes/No)

| P1  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|
| Yes, JSL's Code of Conduct, Responsible Sourcing Policy and guidelines cover key aspects of JSL's other policies related to its value chain partners. The scope of the key policies also covers the value chain partners. |    |    |    |    |    |    |    |    |

## 4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

|           |  |
|-----------|--|
| <b>P1</b> | The policies are based on NGRBC, taking account of the requirements of various international standards such as ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018. QMS Certificate (IATF 16949:2016), JIS (Japanese Industrial Standard), CPR (Construction Product Regulations) 305/ 2011/ CE Mark Certifications as requirements for supply of materials to European Union countries, Food grade certifications and others to add values to its customer services. All testing laboratories of the company are NABL (National Accreditation Board of Testing and Calibration Laboratory) accredited as per laboratory management system ISO/IEC 17025:2017. The company has also achieved ISO/IEC 27001:2022 certification in FY 25.  |
| <b>P2</b> |  |
| <b>P3</b> |  |
| <b>P4</b> |  |
| <b>P5</b> |  |
| <b>P6</b> | The Company also has REACH/RoHS certification for 200, 300 and 400 series stainless steel grades. In addition to this, ISI marks/BIS certification for various grades of stainless steel including BIS licenses as per IS 5522: 2014 (Stainless steel sheets and strips for Utensils), IS 15997:2012(Low Nickel Austenitic Stainless Steel and Strip for Utensils and Kitchen Appliances), IS 6911:2017 Stainless Steel Plate, Sheet and Strips specification, IS 9294:1979 (Cold Rolled Stainless Steel strips for Razor Blades), IS 9516:1980 (Heat Resisting Steel)and IS 14650:2023 (Unalloyed and Alloyed steel ingot and semi-finished products for re-rolling purposes) enabling the company as preferred stainless-steel manufacturer with BIS license. The company has obtained two LEED certifications under the LEED v4.1 Operations and Maintenance: Existing Buildings rating system for two offices: Platinum level (Stainless Centre - Gurgaon) and Gold level (JSL Jajpur, clubhouse). |
| <b>P7</b> |  |
| <b>P8</b> |  |
| <b>P9</b> |  |

## 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

- P1** JSL remains steadfast in its commitment to building a greener and more sustainable future, guided by a deep sense of environmental responsibility. Embracing an eco-conscious manufacturing approach, the company uses scrap-based production through electric arc furnaces - one of the most environmental friendly methods with low greenhouse gas emissions.
- P2** As part of its climate action goals, JSL is targeting a 50% reduction in carbon emission intensity by 2035, compared to FY 2022 baseline levels and Net Zero by 2050.
- P3** To further its circular economy vision, the company promotes waste-to-value creation and a closed-loop recycling system.
- P4** JSL is also working toward 'Zero-Waste-to-Landfill' certification by 2030, with its leadership currently evaluating actionable targets to minimize landfill disposal. Recognizing the importance of ecological preservation, Biodiversity Management Plans have been implemented at plant locations, complemented by ongoing plantation drives to sustain local green cover.
- P5** On the social front, JSL is committed to zero harm for employees and contractual workers, alongside continuous improvement in safety indicators. The company is also focused on diversity and inclusion, with a goal to achieve 8% female workforce representation by 2030, while supporting representation across gender, sexual orientation, ability, and other dimensions. The company has also taken a target to achieve an eNPS of 70% by 2030.
- P6** In its pursuit of sustainable innovation and responsible supply chains, JSL aims to assess 100% of its suppliers on ESG criteria. The company continues to uplift local communities through CSR initiatives and builds strong, trust-based relationships with all stakeholders. From a governance perspective, JSL upholds robust digital security, maintaining zero cybersecurity breaches, and is actively working toward obtaining Responsible-Steel certification, with the goal of becoming one of the top sustainable stainless-steel producers globally.

## 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

- P1** As a responsible corporate dedicated to achieving our ESG (Environmental, Social, and Governance) goals, JSL is actively pursuing initiatives to minimize our carbon footprint and transition towards greater utilization of renewable energy sources.
- P2** The company's scope 1+2 and scope 3 emissions have reduced by 14% from FY24. The concerted efforts have resulted in a significant reduction of nearly 318 kt CO<sub>2</sub>e of carbon emissions in FY25 and achieving a total reduction of 9.53 lakh tonnes over the past four years. This achievement reflects our unwavering commitment to environmental sustainability and demonstrates our progress towards a greener future. The percentage of recycled material (Scrap and revert) utilization in input material has increased to 72.11%. JSL has impacted ~90,000 beneficiaries through CSR initiatives. JSL always strives for the skill development of its employees and has spent more than 1,66,000 employee hours in learning and development programmes. The Company's LTIFR for employees and contractors is low i.e. 0. The company's gender diversity has increased to 3.54% in FY25. JSL has gauged the employee satisfaction in FY 25 and its current eNPS is 66%. The company has reported zero cases on Human Rights violations in FY25. The company has reported zero cases on cybersecurity in FY25. JSL has also conducted capacity building programmes for its suppliers in FY25 which covers 66% of the partners by value of the business done with them.

## Governance, Leadership & Oversight

### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

For the detailed message, please refer to message to the shareholders from the MD's desk forming part of the Integrated Report.

### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The various committees constituted by the Board of Directors are responsible for implementing the policies, under the expert oversight and strategic guidance of the Board, comprising an optimum combination of Executive and Non-Executive Independent Directors with diverse range of experience and expertise. Please refer to message to the shareholders from the MD's desk forming part of the Annual Integrated Report.

### 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

The Company has constituted an Environmental, Social and Governance (ESG) Committee of the Board of Directors of the Company comprising of Executive directors, Independent Directors and Chief Sustainability Officer as permanent invitee to drive sustainability initiatives and ensuring the Company's adherence to its sustainable vision. Besides, the Board of Directors have also constituted the CSR Committee to oversee the social aspect of the Company, the Risk Management committee to oversee the ERM framework and Stakeholder Relationship Committee to oversee the shareholders grievances.

Details to the committee's terms of reference and composition can be referred to in the Corporate Governance section of the Annual Integrated Report.

**10. Details of Review of NGRBCs by the Company**

| Subject for Review  | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee  |    |    |    |    |    |    |    |    | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) |    |    |    |    |    |    |    |    |
|---|---|----|----|----|----|----|----|----|----|--|----|----|----|----|----|----|----|----|
|   | P1  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action   | The ESG committee of the Board of Directors meet on periodic basis to discuss the performance of the Company against ESG parameters of the Company. During the assessment process, the efficacy of the policies is reviewed and necessary changes to policies and procedures, if required, are implemented on the recommendation of the ESG Committee with the approval of the Board.                       |    |    |    |    |    |    |    |    | Periodic basis   |    |    |    |    |    |    |    |    |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | One of the major aims of the Company is to ensure that the Company is compliant with the regulatory norms. The Company has an E-compliance tool in place. The tool is updated on real time basis to ensure compliance to the amendments in the statutory and legal provisions. The E-compliance tool provides an automated alerts to the user (owner and approver), functional heads and senior management. |    |    |    |    |    |    |    |    | On a continuous basis  |    |    |    |    |    |    |    |    |

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

| P1  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|
| Yes, the Company has appointed ERM India Private Limited as its partner, which has reviewed all the policies to check if they meet the requirements of the different ESG frameworks and 9 principles of BRSR. |    |    |    |    |    |    |    |    |

**12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:**

| Questions   | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----|
| The entity does not consider the principles material to its business (Yes/No)   |    |    |    |    |    |    |    |    |    |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) |    |    |    |    |    |    |    |    |    |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No)                         |    |    |    |    |    |    |    |    |    |
| It is planned to be done in the next financial year (Yes/No)  |    |    |    |    |    |    |    |    |    |



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**Principle 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

### Essential Indicators

**1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

| Segment                                       | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact  | %age of persons in respective category covered by the awareness programmes |
|---|--|--|--|
| Board of Directors & Key Managerial Personnel | 2  | <p>JSL conducts orientation and awareness sessions for the Directors &amp; Key Managerial Personnel. These sessions encompass all the principles of BRSR inter alia including critical topics such as Safety, Health and Environment, Strategy and Industry Trends, Business Model of the Company, Ethics and Governance principles, as well as Legal and Regulatory updates, which are discussed and deliberated upon in the Board/ Committee meetings.</p> <p>Periodic presentations are made at the Board and Committee meetings, on business and performance updates of the Company, global business environment, business strategy and risks involved. The Company through its Key Managerial Personnel / Senior Managerial Personnel make presentations periodically to familiarize the Independent Directors with the nature of the industry, business model, strategy, operations and functions of the Company and to apprise them about their roles, rights and responsibilities in the Company to enable them to make effective contribution and discharge their functions as a Board Member. For this purpose, a visit to the Company's Jajpur manufacturing facility was organized during the year for the Independent Directors to help them gain a deeper understanding of the industry, the Company's business model, strategy, operations, and overall functions. Further, during the period under review two technical sessions were organized by your Company for the Independent Directors with the help of leading professional firms to impart knowledge on the topics 'Transformative Technologies: Risks &amp; Opportunities' and 'Board Capability Building Session on Nature, Biodiversity, and TNFD.' The Independent Directors are given every opportunity to interact with the Key / Senior Managerial Personnel and are given all the documents sought by them for enabling a good understanding of the Company, its various operations and the industry of which it is a part. In terms of the provisions of Regulation 25(7) of the SEBI Listing Regulations, the Company has devised a policy on familiarization programme of Independent Directors and the details of familiarization programme imparted to the Independent Directors, can be accessed on the following link: <a href="https://www.jindalstainless.com/wp-content/uploads/2025/03/JSL-DETAILS-OF-FAMILIARIZATION-PROGRAMMES-IMPARTED-TO-INDEPENDENT-DIRECTORS.pdf">https://www.jindalstainless.com/wp-content/uploads/2025/03/JSL-DETAILS-OF-FAMILIARIZATION-PROGRAMMES-IMPARTED-TO-INDEPENDENT-DIRECTORS.pdf</a></p> <p>Quarterly updates are also circulated to the Board of Directors to impart knowledge.</p> | 100%   |



| Segment                           | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact  | %age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|--|--|
| Employees other than BoD and KMPs | 1621   | <p>JSL offers a comprehensive training program catering to both managerial and non-managerial employees. These programs can be categorized into the following areas:</p> <p><b>Compliance and Ethics:</b></p> <p><b>Prevention of Sexual Harassment (POSH):</b> This training ensures employees understand their rights and responsibilities regarding workplace harassment, fostering a safe and respectful work environment.</p> <p><b>Code of Conduct:</b> Employees are trained on JSL's Code of Conduct, which outlines expected ethical behaviour and promotes a culture of integrity.</p> <p><b>Ethics (Anti-corruption and Anti-bribery):</b> This e-learning module educates employees on anti-corruption and antibribery practices, ensuring compliance with relevant regulations.</p> <p><b>Workplace Skills Development:</b></p> <p>Health and Safety Training Programs: JSL prioritizes employee safety. These programs provide employees with the knowledge and skills to work safely and identify potential hazards in the workplace.</p> <p>Presentation Skills and Time Management: Employees develop effective communication and time management skills crucial for success in any role.</p> <p><b>Managerial Development:</b> JSL invests in upskilling managerial employees and senior management by partnering with reputed academic institutions to offer various programs. These programs focus on Leadership Development, ESG and Industry Knowledge and Best Practices JSL has a dedicated Learning and Development (L&amp; D) team responsible for identifying training needs of individuals and creates programs that caters to those needs</p> | 100%   |
| Workers                           | 2884   | <p>JSL conducts multiple remote and classroom sessions throughout the year on key topics such as wellness, Safety Management, Firefighting, Waste management, Material handling, Emergency preparedness, Work permit, 5S Awareness training, Communication skills, Hazard Identification, Risk Assessment, Company's Ethics Module, TPM, Prevention of Sexual Harassment policies, etc., These training sessions are mandatory for all workers. In addition, workers are provided need-based training as per their job requirements, covering behavioural Safety, Quality Management, Environment and Sustainability, etc. JSL is also focused on skill upgradation training and assigning e-learning modules regularly to workers to facilitate skill upgradation. The approach is to provide a range of technical and non-technical courses with a strong focus on capability development in all functional areas.</p>   | 100%   |

## 2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

| Monetary        |                 |   |                 |                   |  |
|-----------------|-----------------|---|-----------------|-------------------|--|
| Category        | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine   |                 |   |                 |                   |  |
| Settlement      |                 |   | Nil             |                   |  |
| Compounding fee |                 |   |                 |                   |  |
| Non-Monetary    |                 |   |                 |                   |  |
| Category        | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions |                 | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment    |                 |   | Nil             |                   |  |
| Punishment      |                 |   |                 |                   |  |





**3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:**

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------------|---|
|              | Not applicable  |

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, the Company has an Anti-Bribery and Anti-Corruption (ABAC) Policy. The ABAC Policy aims to ensure that the Company conducts its operations and business activities in accordance with the applicable laws and with the highest ethical standards thereby ensuring the prevention and detection of fraud, bribery, and corruption. The Company also communicates, creates awareness, and disseminates the ABAC Codes to all its employees, vendors, and supply chain partners through code of conduct. The same is available at the below link: <https://www.jindalstainless.com/wp-content/uploads/2023/08/Anti-Bribery-Anti-Corruption-Policy.pdf>

**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

|           | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|-----------|----------------------------------|-----------------------------------|
| Directors | 0                                | 0                                 |
| KMPs      |                                  |                                   |
| Employees |                                  |                                   |
| Workers   |                                  |                                   |

**6. Details of complaints with regard to conflict of interest:**

|  | FY 2025 (Current Financial Year) |         | FY 2024 (Previous Financial Year) |         |
|--|----------------------------------|---------|-----------------------------------|---------|
|  | Number                           | Remarks | Number                            | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0                                |         | 0                                 |         |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      |                                  |         |                                   |         |

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not applicable

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

|                                     | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|-------------------------------------|----------------------------------|-----------------------------------|
| Number of days of accounts payables | 89.58                            | 88.90                             |

**9. Open-ness of business. Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

| Parameter                  | Metrics  | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|----------------------------|--|----------------------------------|-----------------------------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                 | 80%                              | 78%                               |
|                            | b. Number of trading houses where purchases are made from                                | 478                              | 500                               |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses      | 62%                              | 67%                               |
| Concentration of Sales     | a. Sales to dealers / distributors as % of total sales                                   | 32%                              | 27%                               |
|                            | b. Number of dealers / distributors to whom sales are made                               | 367                              | 240                               |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors  | 28%                              | 40%                               |
| Share of RPTs in           | a. Purchases (Purchases with related parties / Total Purchases)                          | 5.11%                            | 7%                                |
|                            | b. Sales (Sales to related parties / Total Sales)  | 15.91%                           | 17%                               |
|                            | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 100%                             | 100%                              |
|                            | d. Investments (Investments in related parties / Total Investments made)                 | 93.04%                           | 89%                               |



## Leadership Indicators

### 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

| Total number of awareness programmes held | Topics/ principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|--|
| 4   | All the principles                            | 66 %   |

**Remarks:** JSL has conducted 4 awareness programmes in FY 2024-25 on various sustainability topics covering the 9 principles of the NGRBC through vendor's meet and virtual training sessions. The agenda of these program was to spread awareness about JSL's Supplier Code of Conduct, Responsible Sourcing Policy, upcoming ESG regulations such as CBAM, BRSR etc., pre-dispatch inspection, our expectations from the suppliers, grievance redressal mechanism, etc.

### 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, the Company's Code of Conduct (CoC) is focused on effectively managing conflicts of interest. The CoC is designed to proactively recognize and address any actual or potential conflicts that may arise between the Company, its directors, and employees while conducting business activities. The Company receives an annual declaration from its Board of Directors and all employees confirming adherence to the Code of Conduct, which includes the provisions on dealing with conflict of interest.

The code of conduct can be accessed at the following link:

<https://www.jindalstainless.com/corporate-governance/code-of-conduct>

## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

#### 1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively

|     | FY 2025 | FY 2024 | Details of improvements in environmental and social impacts  |
|-----|---------|---------|--|
| R&D | 51.98 % | 34.8%   | <p>In FY 2024–25, several of our R&amp;D projects contributed to ESG objectives. Some include:</p> <ul style="list-style-type: none"> <li>Development of clad plates, especially the Nickel alloy clad plates (C276+IS 2062) intended to substitute imports, thereby reducing carbon footprint and delivering corrosion resistant, less expensive solutions for various applications.</li> <li>The stabilization of 410L grade rebars through optimized manufacturing processes which improves structural toughness and durability in marine environments and extends overall service life compared with conventional carbon steel, thereby reducing maintenance and total lifecycle costs.</li> <li>Development of 415 grade stainless steel in 4–12 mm gauges, enabling transport related emissions reductions through product localization and lower raw material costs.</li> <li>The corrosion investigation of 430 grade stainless steel was taken up to understand the failure mechanisms in service environments and exploring suitable remedial measures, which is essential for extending product life. Thus, this will also enable us for import substitution.</li> <li>The development of 20Cr5Al grade stainless steel which is expected to broaden our JSL portfolio of specialized, low density stainless steels for high temperature automotive applications, reinforcing our commitment to carbon efficient import substitution and enhanced product longevity.</li> </ul> |

|       | FY 2025 | FY 2024 | Details of improvements in environmental and social impacts   |
|-------|---------|---------|---|
| Capex | 11.33%  | 23.42%  | <p>JSL has made a number of key investments on projects in FY 24-25 with a focus on improving the environmental and social impact of our operations. Some of the key projects are:</p> <ul style="list-style-type: none"> <li>• HPL Scanacon Acid Recovery System - Reduces hazardous waste generation by recycling spent acids, minimizing the environmental impact of chemical discharge, while enhancing workplace safety by reducing handling of corrosive waste and supports regulatory compliance.</li> <li>• Waste Heat Recovery Boiler (WHRB) - Captures and reuses waste heat, reducing fossil fuel consumption and lowering GHG emissions.</li> <li>• Roof top solar panel, Floating Solar (Indigenous Equipment) – Reduces carbon emissions and contributes to overall decarbonisation goals for the organisation</li> <li>• Zero Liquid Discharge technology for wastewater treatment - Ensures 100% water recycling with no liquid effluent discharge, protecting local water bodies and ecosystems. Safeguards community water sources and promotes long-term water security for nearby populations.</li> <li>• Green Hydrogen plant – Clean hydrogen made using renewable energy for reduction in overall carbon footprint and contribution towards organisation's decarbonisation goals</li> <li>• Logistics Network Design</li> <li>• LNG Pipeline project</li> <li>• Utilities (ETP, Compressor, CT, Surface runoff treatment, etc.)</li> </ul> |

**2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, the Company adheres to all the essential requirements as governed by the 'Responsible Sourcing Policy available at <https://www.jindalstainless.com/wp-content/uploads/2024/06/Responsible-Sourcing-Policy-1.pdf>. The Company has adopted a policy of working with ISO-14001 and ISO - 45001 certified contractors/ suppliers/ vendors for its major services. Business agreements with the contractors'/suppliers'/ vendors, as applicable mandates them to comply with all the statutory laws, regulations and rules made thereunder. The sourcing team carefully selects and nurtures the supply chain partnerships based on quality, integrity, competitiveness, value-addition and pricing as per the responsible sourcing policy.

**b. If yes, what percentage of inputs were sourced sustainably?**

100 %

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for: (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Stainless steel boasts an enduring lifespan owing to its robustness, largely attributed to the presence of chromium, which shields it from oxidation by preventing oxygen from reacting with the metal. In the stainless-steel industry, end-of-life stainless steel or scrap is not classified as waste; rather, it is viewed as a valuable input for stainless steel production through re-melting and is actively traded on a global scale. Nevertheless, JSL places utmost importance on waste management, prioritizing safe and responsible disposal practices via authorized recyclers. Since, the Company's products are integrated into various other products made by the customers, thereby making it impractical to reclaim the products individually at the end-of-life cycle.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same**

In accordance with the Plastic Waste Management Rules, 2016 and subsequent amendments thereto, the Jajpur unit falls under the purview of EPR for Plastic Waste Management. The Company has registered with the Central Pollution Control Board (CPCB) under EPR as Brand Owner and Importer and company's EPR obligations are being fulfilled.

Registration under EPR in accordance with the Plastic Waste Management Rules, 2016 is not applicable for the Hisar plant.



## Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format.

| S. No | NIC Code | Name of Product / Service                    | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web- link. |
|-------|----------|--|---------------------------------|--|---|---|
| 1     | 24105    | Stainless Steel Grade-301 (Jajpur)           | 0.09 %                          | Cradle-to-gate   | Yes   | No  |
| 2     |          | Stainless Steel Grade - 304/L (Jajpur)       | 29.81 %                         | Cradle-to-gate   |   |   |
| 3     |          | Stainless Steel Grade - 316 (Jajpur)         | 0.02 %                          | Cradle-to-gate   |   |   |
| 4     |          | Stainless Steel Grade - 321 (Jajpur)         | 1.92 %                          | Cradle-to-gate   |   |   |
| 5     |          | Stainless Steel Grade - 430 (Jajpur)         | 0.74 %                          | Cradle-to-gate   |   |   |
| 6     |          | Stainless Steel Grade - IRSM (Jajpur)        | 6.65 %                          | Cradle-to-gate   |   |   |
| 7     |          | Stainless Steel Grade-409 (Hisar)            | 1.84 %                          | Cradle-to-gate   |   |   |
| 8     |          | Stainless Steel Grade-304 (Hisar)            | 6.46 %                          | Cradle-to-gate   |   |   |
| 9     |          | Stainless Steel Grade-316 (Hisar)            | 2.5 %                           | Cradle-to-gate   |   |   |
| 10    |          | Stainless Steel Grade-321 (Hisar)            | 0.54 %                          | Cradle-to-gate   |   |   |
| 11    |          | Stainless Steel Grade-201 (Hisar)            | 1.74 %                          | Cradle-to-gate   |   |   |
| 12    | 24105    | Stainless Steel Grade-301 (Hisar)            | 1.40 %                          | Cradle-to-gate   | Yes   | No  |
| 13    |          | Austenitic Cold Rolled Annealed Pickled Coil | 14.01%                          | Cradle-to-grave  | Yes   | No  |
| 14    |          | Austenitic Hot Rolled Annealed Pickled Coil  | 13.63%                          |  |   |   |
| 15    |          | Ferritic Cold Rolled Annealed Pickled Coil   | 4.33%                           |  |   |   |
| 16    |          | Ferritic Hot Rolled Annealed Pickled Coil    | 3.47%                           |  |   |   |

**Remarks:** By taking product sustainability perspective, the Company demonstrates how improvements in material utilization and right-first-time manufacturing can reduce emissions during the production phase. For this; JSL has conducted LCA for calculating the Product Carbon Footprint (Cradle to Gate) for its 12 Products as per ISO 14067:2018 and LCA for Environment Product Declaration (EPD) for 4 products as per ISO 14067:2018. This streamlines the process of undertaking life cycle studies of products and enables an understanding of GHG emission hot-spots and trade-offs in the steel product value chain, which can be used to inform new product developments and optimize existing manufacturing routes.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

| S. No  | Name of Product /Service | Description of the risk / concern | Action Taken |
|--|--------------------------|-----------------------------------|--------------|
| As identified in the LCA and Product Carbon Footprint (PCF) studies, no significant social or environmental concerns and/or risks arise from production or disposal of the Company's products. |                          |                                   |              |



**3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

| Indicate input material | Recycled or re-used input material to total material |                                   |
|-------------------------|--|-----------------------------------|
|                         | FY 2025 (Current Financial Year)                     | FY 2024 (Previous Financial Year) |
| Scrap + Revert          | 72.11%   | 71.75%                            |

**4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

|                                | FY 2025 (Current Financial Year) |          |                 | FY 2024 (Previous Financial Year) |          |                 |
|--------------------------------|----------------------------------|----------|-----------------|-----------------------------------|----------|-----------------|
|                                | Re-Used                          | Recycled | Safely Disposed | Re-Used                           | Recycled | Safely Disposed |
| Plastics (including packaging) | 0                                | 0        | 0               | 0                                 | 0        | 0               |
| E-waste                        |                                  |          |                 |                                   |          |                 |
| Hazardous waste                |                                  |          |                 |                                   |          |                 |
| Other waste                    |                                  |          |                 |                                   |          |                 |

**5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

| Indicate product category  | Reclaimed products and their packaging materials as % of total products sold in respective category |
|--|---|
| Not Applicable. As a B2B entity currently, the products manufactured by the Company are integrated into a variety of products by our customers. Hence, it is difficult to separate or reclaim them individually. |   |

**Principle 3 Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

**1. a. Details of measures for the well-being of employees:**

| Category                       | % of employees covered by |                  |        |                    |        |                    |        |                    |        |                     |        |
|--------------------------------|---------------------------|------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|---------------------|--------|
|                                | Total (A)                 | Health insurance |        | Accident insurance |        | Maternity Benefits |        | Paternity Benefits |        | Day Care facilities |        |
|                                |                           | Number(B)        | %(B/A) | Number(C)          | %(C/A) | Number(D)          | %(D/A) | Number(E)          | %(E/A) | Number(F)           | %(F/A) |
| Permanent employees            |                           |                  |        |                    |        |                    |        |                    |        |                     |        |
| Male                           | 5175                      | 5175             | 100%   | 5175               | 100%   | NA                 | NA     | 0                  | 0%     | 0                   | 0%     |
| Female                         | 245                       | 245              | 100%   | 245                | 100%   | 245                | 100%   | 0                  | 0%     | 100%                | 0      |
| Total                          | 5420                      | 5420             | 100%   | 5420               | 100%   | 245                | 4.52%  | 0                  | 0%     | 4.52%               | 0      |
| Other than Permanent employees |                           |                  |        |                    |        |                    |        |                    |        |                     |        |
| Male                           | 463                       | 463              | 100%   | 463                | 100%   | NA                 | NA     | 0                  | 0%     | 0                   | 0%     |
| Female                         | 15                        | 15               | 100%   | 15                 | 100%   | 15                 | 100%   | 0                  | 0%     | 0                   | 0%     |
| Total                          | 478                       | 478              | 100%   | 478                | 100%   | 15                 | 3.14%  | 0                  | 0%     | 0                   | 0%     |

**b. Details of measures for the well-being of workers:**

| Category                     | % of workers covered by |                  |        |                    |        |                    |        |                    |        |                     |        |
|------------------------------|-------------------------|------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|---------------------|--------|
|                              | Total (A)               | Health insurance |        | Accident insurance |        | Maternity Benefits |        | Paternity Benefits |        | Day Care facilities |        |
|                              |                         | Number(B)        | %(B/A) | Number(C)          | %(C/A) | Number(D)          | %(D/A) | Number(E)          | %(E/A) | Number(F)           | %(F/A) |
| Permanent workers            |                         |                  |        |                    |        |                    |        |                    |        |                     |        |
| Male                         | 292                     | 292              | 100%   | 292                | 100%   | NA                 | NA     | 0                  | 0%     | 0                   | 0%     |
| Female                       | 16                      | 16               | 100%   | 16                 | 100%   | 16                 | 100%   | 0                  | 0%     | 16                  | 100%   |
| Total                        | 308                     | 308              | 100%   | 308                | 100%   | 16                 | 5.19%  | 0                  | 0%     | 16                  | 5.19%  |
| Other than Permanent workers |                         |                  |        |                    |        |                    |        |                    |        |                     |        |
| Male                         | 12631                   | 12631            | 100%   | 12631              | 100%   | NA                 | NA     | 0                  | 0%     | 0                   | 0%     |
| Female                       | 590                     | 590              | 100%   | 590                | 100%   | 590                | 100%   | 0                  | 0%     | 0                   | 0%     |
| Total                        | 13221                   | 13221            | 100%   | 13221              | 100%   | 590                | 4.46%  | 0                  | 0%     | 0                   | 0%     |



**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format**

|  | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|--|----------------------------------|-----------------------------------|
| Cost incurred on wellbeing measures as a % of total revenue of the company | 0.05%                            | 0.03%                             |

**Remark:** The data for FY 24 has been updated as there was a typo error in number. Actual number is 0.03% but reported value was 0.3% in BRSR FY 24

**2. Details of retirement benefits, for Current FY and Previous Financial Year.**

| S. No | Benefits | FY 2025 (Current Financial Year)                   |  |  | FY 2024 (Previous Financial Year)                  |  |  |
|-------|----------|--|--|--|--|--|--|
|       |          | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| 1     | PF       | 100  | 100  | Yes  | 100  | 100  | Yes  |
| 2     | Gratuity | 100  | 100  | Yes  | 100  | 100  | Yes  |
| 3     | ESI      | Covered as per applicable rules                    |  |  |  |  |  |
| 4     | others   | Not applicable                                     |  |  |  |  |  |

**3. Accessibility of workplaces Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

The Company's premises and offices comply with the accessibility requirements of the Rights of Persons with Disabilities Act, 2016, ensuring accessibility for differently abled employees and workers. While most areas are accessible, some exceptions, such as shop floors, exist due to safety considerations. The Company also offer accessible infrastructure facilities, including ramps and touchless entry systems.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes, equal opportunity policy is aligned with statutory requirements with reference to Rights of Persons with Disabilities Act, 2016. The policy can be accessed from - <https://www.jindalstainless.com/wp-content/uploads/2025/02/JSL-Equal-Opportunity-Policy.pdf>

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

| Gender       | Permanent employees |                | Permanent workers   |                |
|--------------|---------------------|----------------|---------------------|----------------|
|              | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male         | NA                  |                |                     |                |
| Female       | 100                 | 100            | 100                 | 100            |
| <b>Total</b> | <b>100</b>          | <b>100</b>     | <b>100</b>          | <b>100</b>     |

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

| Yes/No (If yes, then give details of the mechanism in brief)   |   |
|--|---|
| Permanent Workers  | Yes, JSL has a robust system and process to address the grievances of employees and workmen. For workmen, the Company has in place a comprehensive grievance redressal policy. Additionally, JSL's code of conduct and whistle-blower policy serve as channels for the grievance redressal mechanism, ensuring multiple avenues for addressing concerns and issues.   |
| Other than Permanent Workers   |   |
| Permanent Employees  | Employees and workers are encouraged to voice their concerns directly to their manager, HR, or senior leadership. This transparent approach fosters a trusting and supportive work environment. All employees, including workers, can report concerns by emailing <a href="mailto:whistleblower@jindalstainless.com">whistleblower@jindalstainless.com</a> . The identity of the subject is kept confidential to the extent possible subject to legitimate needs of statutory laws. |
| Other than Permanent Employees   |   |
| The Company have an established Grievance Redressal Committee accessible to all employees and workers. As per the mechanism, grievances can be escalated through the chain of authority, from supervisors up to the Heads of Departments (HODs) at the site/corporate level. If employees or workers are not satisfied with the resolution at the site/corporate-HOD level, they can take their grievances to the Grievance Resolution Committee. This committee consists of four members, with representation from both site/corporate management and workers. The committee reviews the grievance and submits recommendations to the management for a final decision after reviewing the case. |   |
| Any complaint involving the ombudsperson should be addressed to the Chairperson of the Audit Committee with a request for investigation. Additionally, employees and workers can report complaints by writing to the Chief Human Resource Officer.   |   |
| Moreover, employees and workers can raise their concerns during SAMPARK by Managing Director. It acts as a channel to establish personal and direct communications among Managing Director, employees and workers.   |   |

**7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

| Category                  | FY 2025 (Current Financial Year)                    |   |           | FY 2024 (Previous Financial Year)                   |   |           |
|---------------------------|---|---|-----------|---|---|-----------|
|                           | Total employees / workers in respective category(A) | No. of employees / workers in respective category, who are part of association(s) or Union(B) | % (B / A) | Total employees / workers in respective category(C) | No. of employees / workers in respective category, who are part of association(s) or Union(D) | % (D / C) |
| Total Permanent Employees | 5420  | 571   | 10.54%    | 4907  | 592   | 12.06 %   |
| Male                      | 5175  | 571   | 11.03%    | 4722  | 592   | 12.54 %   |
| Female                    | 245   | 0   | 0 %       | 185   | 0   | 0 %       |
| Total Permanent Workers   | 308   | 137   | 44.48%    | 345   | 124   | 35.94 %   |
| Male                      | 292   | 137   | 46.92%    | 329   | 124   | 37.69 %   |
| Female                    | 16  | 0   | 0 %       | 16  | 0   | 0 %       |

**8. Details of training given to employees and workers:**

| Category  | FY 2025 (Current Financial Year) |                               |       |                      |       | FY 2024 (Previous Financial Year) |                               |        |                      |        |
|-----------|----------------------------------|-------------------------------|-------|----------------------|-------|-----------------------------------|-------------------------------|--------|----------------------|--------|
|           | Total (A)                        | On Health and safety measures |       | On Skill upgradation |       | Total (D)                         | On Health and safety measures |        | On Skill upgradation |        |
|           |                                  | No.(B)                        | % B/A | No.(C)               | % C/A |                                   | No.(E)                        | % E/D  | No.(F)               | % F/D  |
| Employees |                                  |                               |       |                      |       |                                   |                               |        |                      |        |
| Male      | 5638                             | 5638                          | 100%  | 5638                 | 100%  | 5534                              | 1748                          | 31.59% | 2723                 | 49.20% |
| Female    | 260                              | 260                           | 100%  | 260                  | 100%  | 203                               | 100                           | 49.26% | 148                  | 72.91% |
| Total     | 5898                             | 5898                          | 100%  | 5898                 | 100%  | 5737                              | 1848                          | 32.21% | 2871                 | 50.04% |
| Workers   |                                  |                               |       |                      |       |                                   |                               |        |                      |        |
| Male      | 12923                            | 12923                         | 100%  | 12923                | 100%  | 10339                             | 2052                          | 19.85% | 391                  | 3.78%  |
| Female    | 606                              | 606                           | 100%  | 606                  | 100%  | 382                               | 14                            | 3.66%  | 9                    | 2.36%  |
| Total     | 13529                            | 13529                         | 100%  | 13529                | 100%  | 10721                             | 2066                          | 19.27% | 400                  | 3.73%  |



**9. Details of performance and career development reviews of employees and worker:**

| Category         | FY 2025 (Current Financial Year) |              |             | FY 2024 (Previous Financial Year) |              |             |
|------------------|----------------------------------|--------------|-------------|-----------------------------------|--------------|-------------|
|                  | Total (A)                        | No.(B)       | % B/A       | Total (C)                         | No.(D)       | % D/C       |
| <b>Employees</b> |                                  |              |             |                                   |              |             |
| Male             | 5638                             | 5638         | 100%        | 5534                              | 5534         | 100%        |
| Female           | 260                              | 260          | 100%        | 203                               | 203          | 100%        |
| <b>Total</b>     | <b>5898</b>                      | <b>5898</b>  | <b>100%</b> | <b>5737</b>                       | <b>5737</b>  | <b>100%</b> |
| <b>Workers</b>   |                                  |              |             |                                   |              |             |
| Male             | 12923                            | 12923        | 100%        | 10339                             | 10339        | 100%        |
| Female           | 606                              | 606          | 100%        | 382                               | 382          | 100%        |
| <b>Total</b>     | <b>13529</b>                     | <b>13529</b> | <b>100%</b> | <b>10721</b>                      | <b>10721</b> | <b>100%</b> |

**10. Health and safety management system:**

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?**

Yes, JSL has implemented an occupational health and safety management system. The Company is ISO 45001 certified which covers all locations and stakeholders, aiming to provide a safe working environment devoid of harm. The Company is dedicated to achieving 'Zero Harm' and becoming an industry leader in safety and health performance through a comprehensive approach that includes the 4-E principles (Engineering Control, Education, Encouragement, and Enforcement).

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

The Company implements a robust framework of procedures to identify and evaluate both routine and non-routine work-related hazards. This framework includes weekly safety inspections and surveys, Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), comprehensive safety audits, as well as audits by dedicated safety committees and sub-committees. Risk management tools such as a centralized safety portal, structured risk assessment sheets, daily safety observation logs, and proactive employee hazard reporting are also utilized. Regular meetings by safety committees and sub-committees ensure ongoing hazard evaluation. To enhance awareness, the Company conducts targeted training programs and safety awareness initiatives focusing on occupational hazards, including risks related to operating equipment or vehicle use. Employees are regularly informed of potential dangers and are encouraged to actively report unsafe conditions. Once hazards are recognized, associated risks are analysed based on their probability and impact, enabling the prioritization of risks and the application of suitable control measures to eliminate unsafe work practices.

JSL believes effective safety management is integral to efficient business operations and aim to be a leader in the steel industry. Safety and efficiency go hand in hand, and every employee is responsible for making safety part of daily activities.

**A. Fire & Safety Department:**

Staffed with a Chief Safety Officer, 2<sup>nd</sup> line Safety Officers, Fire Officers, Firemen/DCPOs, and Safety Supervisors (agency roll) to ensure strict monitoring.

**B. Safety Training Centre:**

A fully equipped training facility with PCs, projectors, audio systems, training modules, safety library, and videos located at the main gate for comprehensive safety training.

**C. Safety Surveys & Online SOS Portal:**

Daily site inspections focus on key hazards (falls, electrical, material handling, access/egress). An online SOS Portal allows reporting of unsafe acts and conditions. Specialized surveys cover electrical, monsoon readiness, conveyors, chemicals, machines, fire hydrants, first aid, gas cutting, water quality, stairs, machine guarding, and LOTO practices.

**D. Safety Audits:**

Internal audits by cross-functional teams and external audits by the National Safety Council assess compliance with safety standards. Findings are shared for corrective action.



#### **E. Safety Campaigns & Publicity:**

Road safety guidelines, hydra handling procedures, caution signage, and awareness materials are distributed. Events such as National Safety Week, Fire Service Week, and Environment Day are observed. PPE demonstrations, quizzes, and competitions are regularly conducted.

#### **F. Personal Protective Equipment (PPE):**

PPEs are provided based on job requirements and inspected regularly. Engineering controls are prioritized, but PPEs serve as essential supplementary protection.

#### **G. Permit to Work (PTW) System:**

Mandatory permits for high-risk activities include confined space entry, work at height, night work, hot work, electrical work, radiography, blasting, and excavation.

#### **H. Joint Participation:**

Safety management is participative, with weekly HOD meetings, Apex Safety Committee meetings, and Departmental Safety Committee meetings across shop floors.

#### **I. Safety Training:**

Training covers safety inductions, toolbox talks, PEP talks, job-specific procedures, statutory requirements, and updates on safe practices and new safety developments.

#### **J. Legal Compliance:**

JSL complies fully with all legal and regulatory requirements related to health, safety, and the environment.

#### **K. On-site Emergency Plan and Mock Drills:**

An approved emergency plan is in place, with a clearly defined command structure. Mock drills are conducted semi-annually across various locations.

#### **c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)**

Yes. With the introduction of online SOS portal anybody can report the safety observation (Unsafe Act & Unsafe Condition) through online system.

Yes, the Company has established necessary systems/processes to ensure reporting of safety observation (Unsafe Act & Unsafe Condition), work-related hazards and removing oneself from such risks. Comprehensive approach includes:

1. Safety Observation System (SOS): This system enables individuals to report unsafe acts and conditions in real-time. After receiving incident reports, our safety team thoroughly investigates and takes appropriate actions to mitigate any identified risks.
2. Reporting Platforms: Hazard issues can be reported through multiple platforms, including weekly meetings at different shop floors, safety portals, SHE (Safety, Health, and Environment) committees, Town Hall Meetings, safety briefings, risk assessments, near-miss report formats, safety-compliant boxes, and an internal group for direct reporting to the safety team.
3. ISO 45001:2018 OHS Management System: As part of this certification, JSL has formalized procedures and an Emergency Evacuation Plan to report work-related hazards and facilitate safe withdrawal from risks.
4. State-of-the-Art Facilities and Advanced Systems: The management has invested in advanced facilities and systems to reduce exposure to potential health risks, continuously enhancing our protective measures.

#### **d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, the employees/ workers of the entity have access to non-occupational medical and healthcare services like doctor or medicine consultation, health check-up, diagnostics, etc. along with voluntary health campaign services.

**11. Details of safety related incidents, in the following format:**

| Safety Incident/Number  | Category  | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|---|-----------|----------------------------------|-----------------------------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked) | Employees | 0.00                             | 0.04                              |
|   | Workers   | 0.00                             | 0.27                              |
| Total recordable work-related injuries  | Employees | 0                                | 3                                 |
|   | Workers   | 10                               | 9                                 |
| No. of fatalities   | Employees | 0                                | 0                                 |
|   | Workers   | 0                                | 1                                 |
| High-consequence work-related injury or ill health (excluding fatalities)     | Employees | 0                                | 0                                 |
|   | Workers   | 0                                | 0                                 |

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

JSL is committed to creating a safe and healthy work environment for all employees by implementing a comprehensive safety program that encompasses various measures to achieve the said goal.

**Structure and Procedures:** A two-tiered safety committee system ensures clear communication and addresses concerns from shop floor to senior management. The Company strictly adhere to established safety practices, including Hazard Identification and Risk Assessment (HIRA), Hazard and Operability (HAZOP) studies, and a robust work permit system. Regular Job Safety Analysis (JSA), toolbox training, and job-specific training equip employees with the knowledge and skills for safe work practices are organised. Safety briefings, PPE adherence, and readily available Safety Data Sheets (MSDS) further reinforce safety awareness.

**Health and Wellbeing:** Pre-employment and regular health check-ups promote employee well-being and early detection of potential health concerns are arranged.

**Safety Culture and Awareness:** JSL actively promote safety culture through dedicated programs like Safety Month, Road Safety Week, and Environment Day campaigns. Information on safe work practices is readily available through displayed Standard Operating Procedures (SOPs), Do's and Don'ts signage, and regular safety briefings.

**Emergency Preparedness:** A well-trained fire team stands ready to respond to emergencies.

**Proactive Safety Measures:** A rigorous work permit system ensures a proactive approach to safety. Permit issuance requires confirmation of safe working conditions before work commences. Barricading, safety signage, and fire extinguisher placement further enhance safety during work activities. Equipment inspections across various categories are conducted regularly to identify and address potential hazards.

**Dedicated Training and Resources:** A Safety Training Centre (STC) with a 100-person capacity provides audio-visual aided safety training programs, including induction and job-specific training. Regular safety campaigns, rallies, and awareness drives reinforce safety knowledge and instil a culture of safety.

**Facility-Specific Initiatives:** In addition to the above, several facility-specific initiatives have been implemented to address potential safety concerns unique to each location. These include - Special guarding of machinery with photo sensors for enhanced safety. Improved road safety measures with cat-eyes and solar blinkers. Designated loading and unloading zones, and back cameras on internal vehicles for better visibility. Regular internal and external training programs on fire safety, material handling, permit systems, and equipment operation. Night duty officer patrols and safety chairman plant visits to identify and address safety concerns. Installation of safety lifelines and CCTV monitoring in strategic locations. Provision of safety showers in designated areas. Regular monitoring of noise, illumination, and dust levels to ensure a healthy work environment. Commitment to Continuous Improvement: Jindal Stainless is continuously striving to improve its safety record. The Company believes that a safe and healthy workplace is essential for a productive and successful workforce. By implementing these comprehensive safety measures, JSL is committed to providing a work environment where all employees can feel safe and secure.



### 13. Number of Complaints on the following made by employees and workers:

|                    | FY 2025 (Current Financial Year) |                                       |         | FY 2024 (Previous Financial Year) |                                       |         |
|--------------------|----------------------------------|---------------------------------------|---------|-----------------------------------|---------------------------------------|---------|
|                    | Filed during the year            | Pending resolution at the end of year | Remarks | Filed during the year             | Pending resolution at the end of year | Remarks |
| Working Conditions | 0                                | 0                                     | NA      | 15                                | 0                                     | NA      |
| Health & Safety    | 0                                | 0                                     | NA      | 2                                 | 0                                     | NA      |

### 14. Assessments for the year:

|                             | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and safety practices | 100%  |
| Working Conditions          | 100%  |

**Remarks:** The Company adheres to stringent health and safety protocols in line with ISO 45001 standards, conducting regular assessments to mitigate workplace accidents and potential hazards. This commitment fosters a culture of safety and well-being, ensuring a secure and healthy work environment for all employees.

### 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The Company promotes both occupational and personal safety practices and has a robust management system framework and a sound safety governance structure to drive health and safety measures. To achieve the objective of Zero LTI (lost time injury), long-term safety strategies are being implemented across the Company. Following any safety incident or concerns arising from assessments of health and safety practices or working conditions, the below mentioned action items are deployed proactively:

- Form a dedicated investigation team to investigate the root cause of the incident to prevent similar occurrences in the future.
- Document the incident in detail and the recommended corrective actions to be taken.
- Implement corrective actions, such as improving safety procedures, providing additional training, or adding personal protective equipment (PPE) requirements and monitor the progress periodically. In the reporting period, no corrective action was taken or is underway to address safety-related incidents including significant risks / concerns arising from assessments of health and safety practices and working conditions.

### Leadership Indicators

#### 1. Does the entity extend any life insurance or any compensatory package in the event of death of

##### a. Employees (Y/N), (b). Workers (Y/N)

Yes, the Company provides life insurance or a compensatory package for both employees and workers. Additionally, JSL offers a Group Personal Accident Policy and a Term Life Policy for all its employees and permanent workers.

#### 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

As per JSL's Supplier Code of Conduct, each supplier must comply with all the statutory and regulatory norms that are applicable to them. The suppliers are also required to sign and stamp on the copy of Suppliers Code of Conduct with JSL prior to engaging into business / new transaction. Additionally, the Supplier Code of Conduct consists of the clauses to comply with the statutory and regulatory compliances are part of the General Terms and Conditions for all the purchase orders issued.



3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

|           | Total no. of affected employees/ workers |                                   | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |                                   |
|-----------|--|-----------------------------------|---|-----------------------------------|
|           | FY 2025 (Current Financial Year)         | FY 2024 (Previous Financial Year) | FY 2025 (Current Financial Year)  | FY 2024 (Previous Financial Year) |
| Employees | 0  | 0                                 | 0   | 0                                 |
| Workers   | 0  | 0                                 | 0   | 0                                 |

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes. various skill building programs are provided to enhance competencies.

5. Details on assessment of value chain partners:

| Category                    | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | 100 %   |
| Working Conditions          | 100 %   |

**Remarks:** Suppliers play a critical role in our overall business success and sustainability journey. With a firm commitment to ethical sourcing and responsible supply chain management, the Company has developed Supplier Code of Conduct and Responsible Sourcing Policy which outlines our expectations from suppliers regarding environmental stewardship, social responsibility including Health and Safety practices, working conditions, ethical business practices, and compliance with relevant laws and regulations. As per JSL's Supplier Code of Conduct, each supplier must comply with all the statutory and regulatory norms that are applicable to them. The suppliers are also required to sign and stamp on the copy of Suppliers Code of Conduct with JSL prior to engaging into business / new transaction. ISO 45001 certification is also included in the questionnaire.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No significant risk / concern was noted / informed to the Company regarding the health and safety practices and working conditions of value chain partners.

## PRINCIPLE 4 Businesses should respect the interests of and be responsive to all its stakeholders

### Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

JSL has a systematic process to identify its key stakeholder groups. The Company conducted a comprehensive assessment, categorizing stakeholders into three primary classifications: strategic stakeholders, key stakeholders, and external influencing stakeholders.

- Strategic stakeholders: Shareholder and Investors, Customers, Local Communities, Civil Society, Farmers, Suppliers
- Key Stakeholders: Employees and Workers
- External influencers: Government and regulatory bodies, Industry Associations, Media

JSL specifically conducted a structured double materiality assessment in FY24-25 to engage with these crucial groups and gather their feedback in identifying our most significant environmental and social material issues. Our methodology is rooted in global best practices, drawing from renowned standards such as EFRAG's Double Materiality framework, IFRS Sustainability Disclosure Standards, and the GRI Standards, ensuring a robust and globally aligned approach.



**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

| S. No | Stakeholder Group                          | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other   | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement  |
|-------|--|--|---|--|--|
| 1     | Suppliers/ Partners                        | No   | Email, SMS, phone calls, Virtual Meetings and In person meetings, Supplier Code of Conduct  | ongoing  | Contract negotiations, partnerships and collaborations, Supplier Meets, feedback about the material and new business requirement, assessment of risk and opportunities, digitalization, discussions regarding our sustainability goals and Responsible Sourcing.   |
| 2     | Industry Associations/ Trade Organizations | No   | Conferences, Events   | ongoing  | Industry-wide initiatives, awareness session, building valuable business relationship and Industry representations   |
| 3     | Government Authorities/ Regulators         | No   | Email, In person meetings   | ongoing  | Legal and regulatory compliances, community representation, infrastructure facilities, better corporate governance   |
| 4     | Communities                                | Yes  | Focused group discussions, Meetings and briefing  | ongoing  | In FY 2024-25, The Jindal Stainless Foundation continues its CSR efforts through self-implemented and NGOs at the plant locations.<br><br>Close collaboration with community stakeholders, including women, farmers, youth, schools, government representatives, and local panchayats, Community development through skill and livelihood projects for women, health programs in remote villages, skill training for youth, and access to clean drinking water in schools.<br><br>Regular community dialogues, Community engagement and diverse CSR programs.  |
| 5     | Investors and Shareholders                 | No   | Press releases, Investor meets, earnings call, newspaper, Direct contact, roadshows, website, quarterly updates   | Ongoing  | For Industry and business outlook, Company performance, resolving their concern/ queries and Company's initiative towards CSR, ESG and sustainability, Further details are available in the Corporate governance section of the Annual Report  |
| 6     | Customers                                  | No   | Customers meet, communication channels, Phone calls, emails and Meetings, Advertisement, press releases, social media, Conferences  | Ongoing  | Customer meets, Customer Satisfaction survey, regular communications, discussion around focus areas of concern: timely delivery of a wide range of high-quality products, competitive pricing, easy availability, meeting the evolving customer requirements   |
| 7     | Employees and Workers                      | No   | Direct contact, HR circulars, Intranet, Pulse, Employee Satisfaction Survey, Coffee with MD, Sampark, Newsletters, Internal AI chatbot, employee training and information tools | Ongoing  | The Company places significant emphasis on employee engagement and wellbeing. In Hisar, the Company run a program called 'app-beeti,' meaning 'first-hand experience.' This program encourages employees to share experiences of accidents or near-misses and their impacts on their lives and families. As part of digital transformation journey, JSL has launched several new initiatives, including the Next Gen HR system, Darwin Box, which enhances HR functions with features such as Helpdesk, recruitment, payroll, and a voice-enabled chatbot. Additionally, a quarterly townhall through Sampark is conducted to facilitate personal and direct communication between the Managing Director and employees |





## Leadership Indicators

**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

JSL has established a well-defined process for the engagement with the stakeholders and the responsibility for detailed stakeholder engagement on economic, environmental and social topics to the Board-level committees. The Board is kept informed of developments through periodical reports and presentations, during scheduled Board meetings, actively seeking feedback from directors. Various departments within the organization have identified roles and responsibilities for stakeholder engagement. Company's approaches include surveys, workshops, online video calls, regular interactions with CSR teams, periodic updates, meetings and calls with investors, and promoting interactions among team members. Recognizing the crucial role stakeholders play in shaping the business operations, JSL prioritizes active collaboration with our stakeholders to identify and address their primary concerns and expectations in a collective and proactive manner. The stakeholder engagement process is guided by a Group-level policy that fosters meaningful relationships and long-term value for key stakeholders. Effective communication and engagement with shareholders are ensured through the Stakeholders Relationship Committee (SRC). CSR and ESG programs are overseen by the respective committee, which evaluates and monitors their implementation. The Company maintains regular communication channels with shareholders through annual reporting, the Company website, and the Annual General Meeting (AGM). Additionally, direct engagement with investors is established through rating agencies or the investor relations department, facilitating ongoing dialogue focused on ESG performance and plans. These interactions have proven highly constructive, fostering valuable discussions on plans, performance, and overall strategy. The Company consistently demonstrates its commitment to open communication by maintaining regular dialogues with all shareholders and stakeholders.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, the Company uses stakeholder consultation to support the identification and management of environmental and social topics. In FY24-25, JSL conducted a Double Materiality Assessment to identify and manage environmental and social topics. The Company engaged a broad range of stakeholders including employees, customers, suppliers, investors, communities, etc. via interviews and surveys. Their inputs, weighted for balanced representation and evaluated for both financial and impact materiality, directly informed the identification of our most significant issues, guiding the development of our policies and activities, such as enhancing specific environmental programs or social initiatives based on prioritized concerns.

**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The company actively collaborates with a diverse range of stakeholders through dedicated stakeholder engagement exercises aimed at identifying and effectively managing material issues. The insights and feedback from stakeholders have significantly contributed to the identification of crucial material issues that hold relevance for the company. Moving ahead, JSL's unwavering commitment lies in further fortifying the strength of this process. Furthermore, we envisage institutionalizing this practice as a recurring endeavour, consistently engaging with stakeholders and seamlessly integrating their invaluable feedback into the formulation of the company's strategic initiatives.

Also, all our implemented CSR programs focus on inter-alia working with the communities as below mentioned:

- Providing access to health care through our mobile health van to communities with easy access to medical care
- Women self-help groups to encourage savings and bank linkages to help set up small scale income generation projects like tailoring, spice grinding, goatery, poultry etc.
- Our disability programs look at providing access to good quality teachers and education for hearing and speech impaired students in government schools. The company also provide access to free treatment for children with clubfoot
- As a part of agriculture programs, the Company is looking at providing technical support and training to farmers with small landholdings
- Through skill training programs, JSL is providing training to rural youth from marginalised communities.

Moreover, the CSR programs are community driven, and JSL is working with communities in and around our plant locations to address concerns of local communities related to Women Empowerment, Skill development, Education, Livelihood, Rural development and Environment.





## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

| Category               | FY 2025 (Current Financial Year) |  |                | FY 2024 (Previous Financial Year) |  |                |
|------------------------|----------------------------------|--|----------------|-----------------------------------|--|----------------|
|                        | Total (A)                        | No. of employees / workers covered (B) | % (B / A)      | Total (C)                         | No. of employees / workers covered (D) | % (D / C)      |
| <b>Employees</b>       |                                  |  |                |                                   |  |                |
| Permanent              | 5420                             | 5420                                   | 100.00%        | 4907                              | 4907                                   | 100.00%        |
| Other than permanent   | 478                              | 478                                    | 100.00%        | 830                               | 830                                    | 100.00%        |
| <b>Total Employees</b> | <b>5898</b>                      | <b>5898</b>                            | <b>100.00%</b> | <b>5,737</b>                      | <b>5,737</b>                           | <b>100.00%</b> |
| <b>Workers</b>         |                                  |  |                |                                   |  |                |
| Permanent              | 308                              | 308                                    | 100.00%        | 345                               | 345                                    | 100.00%        |
| Other than permanent   | 13221                            | 13221                                  | 100.00%        | 10,376                            | 10,376                                 | 100.00%        |
| <b>Total Workers</b>   | <b>13529</b>                     | <b>13529</b>                           | <b>100.00%</b> | <b>10,721</b>                     | <b>10,721</b>                          | <b>100.00%</b> |

2. Details of minimum wages paid to employees and workers, in the following format:

| Category             | FY 2025 (Current Financial Year) |                       |       |                        |       | FY 2024 (Previous Financial Year) |                       |        |                        |        |
|----------------------|----------------------------------|-----------------------|-------|------------------------|-------|-----------------------------------|-----------------------|--------|------------------------|--------|
|                      | Total (A)                        | Equal to Minimum Wage |       | More than Minimum Wage |       | Total (D)                         | Equal to Minimum Wage |        | More than Minimum Wage |        |
|                      |                                  | No.(B)                | % B/A | No.(C)                 | % C/A |                                   | No.(E)                | % E/D  | No.(F)                 | % F/D  |
| Employees            |                                  |                       |       |                        |       |                                   |                       |        |                        |        |
| Permanent            | 5420                             | 0                     | 0%    | 5420                   | 100%  | 4907                              | 0                     | 0%     | 4907                   | 100%   |
| Male                 | 5175                             | 0                     | 0%    | 5175                   | 100%  | 4722                              | 0                     | 0%     | 4722                   | 100%   |
| Female               | 245                              | 0                     | 0%    | 245                    | 100%  | 185                               | 0                     | 0%     | 185                    | 100%   |
| Other than permanent | 478                              | 0                     | 0%    | 478                    | 100%  | 830                               | 0                     | 0%     | 830                    | 100%   |
| Male                 | 463                              | 0                     | 0%    | 463                    | 100%  | 812                               | 0                     | 0%     | 812                    | 100%   |
| Female               | 15                               | 0                     | 0%    | 15                     | 100%  | 18                                | 0                     | 0%     | 18                     | 100%   |
| Workers              |                                  |                       |       |                        |       |                                   |                       |        |                        |        |
| Permanent            | 308                              | 0                     | 0%    | 308                    | 100%  | 345                               | 0                     | 0%     | 345                    | 100%   |
| Male                 | 292                              | 0                     | 0%    | 292                    | 100%  | 329                               | 0                     | 0%     | 329                    | 100%   |
| Female               | 16                               | 0                     | 0%    | 16                     | 100%  | 16                                | 0                     | 0%     | 16                     | 100%   |
| Other than permanent | 13221                            | 0                     | 0%    | 13221                  | 100%  | 10376                             | 5083                  | 48.39% | 5422                   | 51.61% |
| Male                 | 12631                            | 0                     | 0%    | 12631                  | 100%  | 10010                             | 4740                  | 46.69% | 5412                   | 53.31% |
| Female               | 590                              | 0                     | 0%    | 590                    | 100%  | 366                               | 343                   | 97.17% | 10                     | 2.83%  |

### EI-3. a. Details of remuneration/salary/wages, in the following format: Median remuneration/wages:

|                                    | Male   |   | Female |   |
|------------------------------------|--------|---|--------|---|
|                                    | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| <b>Board of Directors (BoD)</b>    |        |   |        |   |
| Executive Non-Independent Director | 5      | 4,67,17,608   | 0      | -   |
| Non-Executive Independent Director | 3      | -   | 3      | -   |
| Nominee Director                   | -      | -   | 0      | -   |
| Key Managerial Personnel           | 6      | 4,45,41,468   | 0      | 0   |
| Employees other than BoD and KMP   | 5638   | 738864  | 260    | 960048  |
| Workers                            | 12923  | 455880  | 606    | 376674  |

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format**

|   | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|---|----------------------------------|-----------------------------------|
| Gross wages paid to females as % of total wages | 4.3%                             | 2.2%                              |

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes, The Company has a Human Right Policy to uphold and respect human rights as per the internationally accepted standards on human rights (such as International Labor Organization (ILO), Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the United Nations Global Compact). The Company recognises upholding human rights as an integral aspect of doing business and is committed to respecting and protecting the human rights of all stakeholders and remediating adverse human rights impacts resulting from or caused by its businesses and has a working committee at the plant level to address the issues relating to health and safety of the workers. As per the policy, Chief Human Resource Officer and the Department Heads are responsible for implementation and addressing the impacts or issues. The Human Right policy is disseminated on the Company's website and can be viewed at the following link: <https://www.jindalstainless.com/wp-content/uploads/2025/02/JSL-Human-Rights-Policy.pdf>

**5. Describe the internal mechanisms in place to redress grievances related to human rights issues.**

A Work Committee consisting of cross-functional heads ensures the health and safety of the workers at plant. The works committee reports to the plant Head. Further, the Department Head and the Chief Human Resource Officer is responsible to entail respecting human rights, avoid involvement in human rights abuses and establishing mechanism to receive and resolve grievances from affected stakeholders.

The Company's human rights commitment inter-alia covers below aspects:

- Human trafficking, child labour, forced and compulsory labour
- Freedom of association and collective bargaining
- Discrimination and harassment
- Equal Opportunity
- Safe and healthy working conditions
- Equal / Fair Remuneration

**6. Number of Complaints on the following made by employees and workers:**

|                                   | FY 2025 (Current Financial Year) |                                       |  | FY 2024 (Previous Financial Year) |                                       |         |
|-----------------------------------|----------------------------------|---------------------------------------|--|-----------------------------------|---------------------------------------|---------|
|                                   | Filed during the year            | Pending resolution at the end of year | Remarks  | Filed during the year             | Pending resolution at the end of year | Remarks |
| Sexual Harassment                 | 5                                | 2                                     | The 2 pending complaints were subsequently resolved on April 30, 2025. | 0                                 | 0                                     | NA      |
| Discrimination at workplace       | 0                                | 0                                     | NA   | 0                                 | 0                                     | NA      |
| Child Labour                      |                                  |                                       |  |                                   |                                       |         |
| Forced Labour/Involuntary Labour  |                                  |                                       |  |                                   |                                       |         |
| Wages                             |                                  |                                       |  |                                   |                                       |         |
| Other human rights related issues |                                  |                                       |  |                                   |                                       |         |

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

|   | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|---|----------------------------------|-----------------------------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 5                                | 0                                 |
| Complaints on POSH as a % of female employees / workers   | 0.57%                            |                                   |
| Complaints on POSH upheld   | 4                                |                                   |

**Note:**

During FY 2024–25, the Company received a total of five complaints under the POSH Policy. Of these, three were resolved/ disposed off during the financial year while two were subsequently resolved on April 30, 2025.



## 8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

JSL has implemented a robust mechanism and procedure to prevent any adverse consequences against complainants in cases of discrimination and harassment. The Company upholds the dignity, privacy, and personal rights of every employee and is committed to maintaining a workplace free from discrimination and harassment. The company has established a Diversity, Equity and Inclusivity (DEI) policy which ensures inclusiveness and equal employment opportunities for all employees, regardless of gender, race, religion, caste, ethnic origin, nationality, age, or any other status protected by applicable laws and regulations in the Company's operating locations.

As part of the Prevention of Sexual Harassment (POSH) Policy and Whistle Blower Mechanism, JSL is dedicated to protecting the identity of complainants, handling all such matters with strict confidentiality, and taking appropriate measures to maintain this confidentiality. Under the POSH Policy, aggrieved parties may file a complaint of sexual harassment against a respondent with the chairperson or any member of the relevant Internal Committee (IC). All complaints must be submitted in writing and are treated with the utmost confidentiality by the IC members. The IC conducts a thorough investigation, including interviews with the aggrieved party, examination of all evidence, meetings with all witnesses, and consultations with experts, before compiling a report of its findings for appropriate action. The Company also ensures that any employee or stakeholder involved in the investigations is not victimized or subjected to any unfavourable treatment. Regular awareness and training sessions are conducted to ensure that employees and stakeholders are fully informed about various aspects of sexual harassment and the redressal mechanism.

The Company's POSH Policy and Whistle Blowing Policy can be accessed at <https://www.jindalstainless.com/corporategovernance/policies/>

## 9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, business agreements, as applicable mandates the value chain partners to comply with all the statutory laws, regulations and rules made thereunder. Additionally, JSL's Supplier code of conduct provides holistic coverage of ethical and lawful practices and various aspects of human rights such as child labour, forced or compulsory labour, health and safety, freedom of association, non-discrimination, disciplinary practices, security practices, working hours, compensation practices, supply chain practices and management systems.

## 10. Assessments for the year

|                                  | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|----------------------------------|---|
| Child Labour                     |   |
| Forced Labour/Involuntary Labour |   |
| Sexual Harassment                |   |
| Discrimination at Workplace      | 100%  |
| Wages                            |   |
| others                           |   |

## 11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not Applicable as there were no significant risks/concerns arising from the assessment at Question 10 above.

## Leadership Indicators

### 1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

As of now, no human rights grievances have been reported. However, to proactively address potential human rights issues, a robust human rights policy has been implemented by the Company and a human rights grievances tracker has been established. This ensures that any future complaints or grievances can be effectively monitored and managed.

### 2. Details of the scope and coverage of any Human rights due diligence conducted.

Our internal human rights due-diligence process includes conducting risk assessments and implementing various policies such as the whistle blower policy, human rights policy, and workplace ethics policy. This comprehensive due-diligence program covers all permanent and contractual employees to identify vulnerable areas, potential human rights issues, and their remediation along with global benchmarking for best practices.



### 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the premises/office of the entity is accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

### 4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed

|                                  |      |
|----------------------------------|------|
| Sexual Harassment                |      |
| Discrimination at Workplace      |      |
| Child Labour                     |      |
| Forced Labour/Involuntary Labour | 100% |
| Wages                            |      |
| others                           |      |

Our suppliers are integral to our business success and sustainability efforts. Committed to ethical sourcing and responsible supply chain management, we introduced our new Supplier Code of Conduct in FY 2023-24 and Responsible Sourcing Policy in FY 2024-25. This policy outlines our expectations for suppliers regarding environmental stewardship, social responsibility-including health and safety practices and working conditions-ethical business practices, and compliance with relevant laws and regulations. According to JSL's Supplier Code of Conduct, all suppliers must adhere to applicable statutory and regulatory norms. Additionally, suppliers are required to sign and stamp a copy of the Supplier Code of Conduct with JSL before engaging in any business or new transactions.

### 5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No violation was observed during FY 2024-25.

## PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

| Parameter   | FY 2025 (Current Financial Year) |                       | FY 2024 (Previous Financial Year) |                       |
|---|----------------------------------|-----------------------|-----------------------------------|-----------------------|
|   | Value                            | Unit                  | Value                             | Unit                  |
| <b>From renewable sources</b>   |                                  |                       |                                   |                       |
| Total electricity consumption (A)   | 10,61,462                        | GJ                    | 107386                            | GJ                    |
| Total fuel consumption (B)  | 2,45,769                         | GJ                    | 92808                             | GJ                    |
| Energy consumption through other sources (C)  | 0                                | GJ                    | 0                                 | GJ                    |
| <b>Total energy consumed from renewable sources (A+B+C)</b>   | <b>13,07,231</b>                 | <b>GJ</b>             | <b>200194</b>                     | <b>GJ</b>             |
| <b>From non-renewable sources</b>   |                                  |                       |                                   |                       |
| Total electricity consumption (D)   | 30,62,665                        | GJ                    | 40,11,618.69                      | GJ                    |
| Total fuel consumption (E)  | 2,76,77,080                      | GJ                    | 3,09,31,896.43                    | GJ                    |
| Energy consumption through other sources (F)  | 0                                | GJ                    | 0                                 | GJ                    |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b>   | <b>3,07,39,746</b>               | <b>GJ</b>             | <b>3,49,43,515.12</b>             | <b>GJ</b>             |
| <b>Total energy consumed (A+B+C+D+E+F)</b>  | <b>3,20,46,976</b>               | <b>GJ</b>             | <b>3,51,43,709.12</b>             | <b>GJ</b>             |
| <b>Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)</b>  | <b>797.55</b>                    | <b>GJ / Crore INR</b> | <b>916.25</b>                     | <b>GJ / Crore INR</b> |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)</b> | <b>16,477.42</b>                 | <b>GJ / Crore INR</b> | <b>20,524.02</b>                  | <b>GJ / Crore INR</b> |
| <b>Energy intensity in terms of physical output -</b>   | <b>16.36</b>                     | <b>GJ / TCS</b>       | <b>19.97</b>                      | <b>GJ / TCS</b>       |

**Remarks:** The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF (Link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)



**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines.

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Yes, both Jajpur and Hisar facilities are identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. We have overachieved our targets in terms of Energy Performance at both units.

In PAT Cycle II –

For Hisar, the target SEC was 0.0640 Toe/ton and achieved SEC was 0.0638 Toe/ton.

For Jajpur, the target SEC was 1.5148Toe/ton and achieved SEC was 1.3369 Toe/ton. Targets were overachieved with 20,887 Escerts.

**3. Provide details of the following disclosures related to water, in the following format:**

| Parameter   | FY 2025 (Current Financial Year) |                   | FY 2024 (Previous Financial Year) |                   |
|---|----------------------------------|-------------------|-----------------------------------|-------------------|
|   | Value                            | Unit              | Value                             | Unit              |
| <b>Water withdrawal by source (in kilolitres)</b>   |                                  |                   |                                   |                   |
| (i) Surface water   | 15077894                         | Kilolitres        | 13269637                          | Kilolitres        |
| (ii) Groundwater  | 0                                |                   | 19102                             |                   |
| (iii) Third party water   | 0                                |                   | 31700                             |                   |
| (iv) Seawater / desalinated water   | 0                                |                   | 0                                 |                   |
| Others  | 0                                |                   | 0                                 |                   |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>   | <b>15077894</b>                  |                   | <b>13320439</b>                   |                   |
| <b>Total volume of water consumption (in kilolitres)</b>  | <b>14411834.37</b>               | <b>Kilolitres</b> | <b>12772873</b>                   | <b>Kilolitres</b> |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations)   | 358.67                           | KL / Crore INR    | 333.0085                          | KL / Crore INR    |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | 7410.06                          | KL / Crore USD    | 7459.39                           | KL / Crore USD    |
| Water intensity in terms of physical output-  | 7.36                             | KL / TCS          | 7.26                              | KL / TCS          |

**Remarks:** The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF (Link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines as per Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



#### 4. Provide the following details related to water discharged:

| Parameter  | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|--|----------------------------------|-----------------------------------|
|  | Value                            | Value                             |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |                                  |                                   |
| (i) To surface water   |                                  |                                   |
| - No treatment   |                                  |                                   |
| - With treatment – please specify level of treatment                         |                                  |                                   |
| (ii) To Groundwater  |                                  |                                   |
| - No treatment   |                                  |                                   |
| - With treatment – please specify level of treatment                         |                                  |                                   |
| (iii) To Seawater  |                                  |                                   |
| - No treatment   | 0                                | 0                                 |
| - With treatment – please specify level of treatment                         |                                  |                                   |
| (iv) Sent to third-parties   |                                  |                                   |
| - No treatment   |                                  |                                   |
| - With treatment – please specify level of treatment                         |                                  |                                   |
| (v) Others   |                                  |                                   |
| - No treatment   |                                  |                                   |
| - With treatment – please specify level of treatment                         |                                  |                                   |
| <b>Total water discharged (in kilolitres)</b>                                |                                  |                                   |

**Remarks:** No water is discharged outside the unit premises. All water is meticulously recycled and repurposed on-site, connoting zero liquid discharge as our unwavering commitment.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**  
**If yes, name of the external agency**

Yes, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines.

#### 5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:

Yes, the entity has implemented a Zero Liquid Discharge (ZLD) mechanism, ensuring 100% water recycling across relevant facilities. The Company has instituted a robust wastewater management system, ensuring zero wastewater discharge into the environment by meticulously recycling and repurposing treated wastewater for internal use. Proactive initiatives such as low-flow fixtures and efficient water usage practices are actively promoted for water conservation. Regular water audits, both internal and external, are conducted to monitor usage and identify opportunities for further optimization. These measures reflect the Company's strong commitment to sustainable water management and preservation of water resources. In FY 24-25, the company has onboarded m/s S J Environmental Solution for a surface runoff treatment plant with a capacity of 5500m<sup>3</sup>/day at the Jajpur unit, which is under commissioning stage. Additionally, 1543 KLD ZLD technology by ION Exchange (India) Limited is under implementation at Cold Rolling Mill (CRM), Jajpur Plant. The Hisar plant is covered under the ZLD mechanism.

#### 6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

| Parameter                           | Unit | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|-------------------------------------|------|----------------------------------|-----------------------------------|
|                                     |      | Value                            | Value                             |
| NOx                                 | MT   | 2527.48                          | 1782.58                           |
| SOx                                 | MT   | 4580.69                          | 3072.064                          |
| Particulate matter (PM)             | MT   | 1601.47                          | 1313.271                          |
| Persistent organic pollutants (POP) | MT   |                                  |                                   |
| Volatile organic compounds (VOC)    | MT   | NA                               | NA                                |
| Hazardous air pollutants (HAP)      | MT   |                                  |                                   |

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**  
**If yes, name of the external agency.**

Yes, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines.



**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

| Parameter  | Unit  | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|--|---|----------------------------------|-----------------------------------|
| Total Scope 1 Emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                              | Metric tonnes of CO <sub>2</sub> equivalent | 2995798                          | 2992333.83                        |
| Total Scope 2 Emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                              | Metric tonnes of CO <sub>2</sub> equivalent | 622511                           | 787140.25                         |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)   | TCO <sub>2</sub> e / Crore INR              | 90.05                            | 98.53                             |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | TCO <sub>2</sub> e / Crore USD              | 1860.41                          | 2207.22                           |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output-  | TCO <sub>2</sub> e / TCS                    | 1.85                             | 2.15                              |

**Remarks:** The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF (Link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency.

Yes, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines.

**8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details**

Yes, the company has undertaken various short, medium, and long-term initiatives to reduce Greenhouse Gas (GHG) emissions and work towards achieving its target of net-zero emissions by 2050 and reducing the emissions by 50% before FY 35. For FY 2024-25, the following specific initiatives have been accomplished at the Hisar Unit:

- RE Power Purchase from IEX
- Solar Rooftop RE Power Generation
- Biofuel Replacing LSHS in Preheating & WBF
- Fuel Saving From AP-4 Waste Heat Recovery Boiler
- Heatless Vaporiser: Fuel Saving / GHG Reduction
- Fuel Saving by Hot Bloom Charging in Strip Mill
- Fuel Saving by Hot Slab Charging in Steckel Mill
- Electrical Power Energy Saving Initiatives
- Thermal Energy Saving Initiatives

The key initiatives include at the Jajpur unit include:

- Ferro Alloys: Optimized jigging plant conveyors and interlocked BC-6 to stop idle running, saving energy. Installed VFDs on Primary Pump-5, Secondary Pump-1, Cooling Tower Fan, SAF-1&2 blowers, and Sweeper Pump Motor, reducing power use (Scope 2 emissions).
- Steel Melting Shop: Reduced auxiliary and compressor power, thermal energy/fuel, and EAF power via liquid chrome use, cutting Scope 1 and 2 emissions.
- Cold Rolling Mill: Improved IDCW pump efficiency and optimized propane boiler, lowering power and fuel use (Scope 1 and 2 emissions).
- Captive Power Plant: Installed 1.75 KW VFD on CT Fan-6 with blade angle adjustments, reducing power (Scope 2 emissions). Improved mill outlet temperature, enhancing combustion efficiency and reducing fuel use (Scope 1 emissions).

These efforts align with India's 2030 emission intensity reduction goals, targeting energy and fuel savings in high-carbon steel and ferroalloy production.





9. Provide details related to waste management by the entity, in the following format:

a. Total Waste generated

| Parameter   | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|---|----------------------------------|-----------------------------------|
|   | Value                            | Value                             |
| <b>Total Waste generated (in metric tonnes)</b>   |                                  |                                   |
| Plastic waste (A)   | 1485.66                          | 1600.14                           |
| E-waste (B)   | 37.18                            | 34.69                             |
| Biomedical waste (C)  | 0.35                             | 0.35                              |
| Construction and demolition waste (D)   | 0.00                             | 0                                 |
| Battery waste (E)   | 11.34                            | 70.2                              |
| Radioactive waste (F)   | -                                | -                                 |
| Other Hazardous waste (G)   | 75101.84                         | 75227.65                          |
| Other Non-hazardous waste (H)   | 1868801.90                       | 1507686.28                        |
| <b>Total (A + B + C + D + E + F + G + H)</b>  | <b>1945438.26</b>                | <b>1584619.31</b>                 |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)   | 48.42 MT / Crore INR             | 41.31 MT / Crore INR              |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | 960.87 MT / Crore USD            | 925.42 MT / Crore USD             |
| Waste intensity in terms of physical output   | 0.95 MT / TCS                    | 0.9006 MT / TCS                   |

**Remarks:** The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF (Link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

b. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

| Category-wise breakdown                                     |                                  |                                   |
|---|----------------------------------|-----------------------------------|
| Parameter   | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
| <b>Category of waste: Plastic waste</b>                     |                                  |                                   |
| (i) Recycled  | 1485.66                          | 1346.91                           |
| (ii) Re-used  | 0                                | 0                                 |
| (iii) Other recovery operations                             | 0                                | 253.23                            |
| <b>Total</b>  | <b>1485.66</b>                   | <b>1600.14</b>                    |
| <b>Category of waste: E-waste</b>                           |                                  |                                   |
| (i) Recycled  | 37.18                            | 15.63                             |
| (ii) Re-used  | 0                                | 0                                 |
| (iii) Other recovery operations                             | 0                                | 19.06                             |
| <b>Total</b>  | <b>37.18</b>                     | <b>34.69</b>                      |
| <b>Category of waste: Biomedical waste</b>                  |                                  |                                   |
| (i) Recycled  | 0                                | 0                                 |
| (ii) Re-used  | 0                                | 0                                 |
| (iii) Other recovery operations                             | 0                                | 0                                 |
| <b>Total</b>  | <b>0</b>                         | <b>0</b>                          |
| <b>Category of waste: Construction and demolition waste</b> |                                  |                                   |
| (i) Recycled  | 0                                | 0                                 |
| (ii) Re-used  | 0                                | 0                                 |
| (iii) Other recovery operations                             | 0                                | 0                                 |
| <b>Total</b>  | <b>0</b>                         | <b>0</b>                          |

## Category-wise breakdown

| Parameter   | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|---|----------------------------------|-----------------------------------|
| <b>Category of waste: Battery waste</b>             |                                  |                                   |
| (i) Recycled  | 11.34                            | 55.09                             |
| (ii) Re-used  | 0                                | 0                                 |
| (iii) Other recovery operations                     | 0                                | 15.11                             |
| <b>Total</b>  | <b>11.34</b>                     | <b>70.2</b>                       |
| <b>Category of waste: Radioactive waste</b>         |                                  |                                   |
| (i) Recycled  | -                                | -                                 |
| (ii) Re-used  | -                                | -                                 |
| (iii) Other recovery operations                     | -                                | -                                 |
| <b>Total</b>  |                                  |                                   |
| <b>Category of waste: - Other Hazardous Waste</b>   |                                  |                                   |
| (i) Recycled  | 32161.33                         | 11905.27                          |
| (ii) Re-used  | 0                                | 20513.09                          |
| (iii) Other recovery operations                     | 76.59                            | 18971.60                          |
| <b>Total</b>  | <b>32237.92</b>                  | <b>51389.96</b>                   |
| <b>Category of waste: Other Non-Hazardous waste</b> |                                  |                                   |
| (i) Recycled  | 1966328.3                        | 1660784.64                        |
| (ii) Re-used  | 17937.0                          | 63660.77                          |
| (iii) Other recovery operations                     | 0.0                              | 159.55                            |
| <b>Total</b>  | <b>1984265.3</b>                 | <b>1724604.96</b>                 |

## c. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

## Category-wise breakdown

| Parameter   | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|---|----------------------------------|-----------------------------------|
| <b>Category of waste: Plastic waste</b>                     |                                  |                                   |
| (i) Incineration  | 0                                | 0                                 |
| (ii) Landfilling  | 0                                | 0                                 |
| (iii) Other disposal operations                             | 0                                | 0                                 |
| <b>Total</b>  | <b>0</b>                         | <b>0</b>                          |
| <b>Category of waste: E-waste</b>                           |                                  |                                   |
| (i) Incineration  | 0                                | 0                                 |
| (ii) Landfilling  | 0                                | 0                                 |
| (iii) Other disposal operations                             | 0                                | 0                                 |
| <b>Total</b>  | <b>0</b>                         | <b>0</b>                          |
| <b>Category of waste: Biomedical waste</b>                  |                                  |                                   |
| (i) Incineration  | 0.35                             | 1.04                              |
| (ii) Landfilling  | 0.00                             | 0                                 |
| (iii) Other disposal operations                             | 0.00                             | 0                                 |
| <b>Total</b>  | <b>0.35</b>                      | <b>1.04</b>                       |
| <b>Category of waste: Construction and demolition waste</b> |                                  |                                   |
| (i) Incineration  | 0                                | 0                                 |
| (ii) Landfilling  | 0                                | 0                                 |
| (iii) Other disposal operations                             | 0                                | 0                                 |
| <b>Total</b>  | <b>0</b>                         | <b>0</b>                          |
| <b>Category of waste: Battery waste</b>                     |                                  |                                   |
| (i) Incineration  | 0                                | 0                                 |
| (ii) Landfilling  | 0                                | 0                                 |
| (iii) Other disposal operations                             | 0                                | 0                                 |



## Category-wise breakdown

| Parameter   | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|---|----------------------------------|-----------------------------------|
| <b>Total</b>  | <b>0</b>                         | <b>0</b>                          |
| <b>Category of waste: Radioactive waste</b>                   |                                  |                                   |
| (i) Incineration  | 0                                | 0                                 |
| (ii) Landfilling  | 0                                | 0                                 |
| (iii) Other disposal operations                               | 0                                | 0                                 |
| <b>Total</b>  | <b>0</b>                         | <b>0</b>                          |
| <b>Category of waste: Other Hazardous waste</b>               |                                  |                                   |
| (i) Incineration  | 0                                | 0                                 |
| (ii) Landfilling  | 0                                | 42807.36                          |
| (iii) Other disposal operations                               | 0                                | 0                                 |
| <b>Total</b>  | <b>0</b>                         | <b>42807.36</b>                   |
| <b>Category of waste: Other Non-hazardous waste generated</b> |                                  |                                   |
| (i) Incineration  | 0                                | 0                                 |
| (ii) Landfilling  | 42851.98                         | 0                                 |
| (iii) Other disposal operations                               | 0                                | 0                                 |
| <b>Total</b>  | <b>42851.98</b>                  | <b>0</b>                          |

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency.**

Yes, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines.

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes**

The Company has implemented a robust waste management strategy centered around the principles of Reduce, Reuse, Recycle, and Recover. This strategy is integral to our broader sustainability goals, which include minimizing the use of hazardous and toxic chemicals in both products and processes. The waste management practices encompass the following key areas:

- **Recycling and Material Recovery:** Stainless steel production is significantly driven by recycled scrap and recovered metal from slag grinding dust, thereby reducing the dependency on raw materials. An on-site metal recovery facility efficiently extracts valuable metals from slag and effluent treatment plant (ETP) sludge, further enhancing material recovery.
- **Management of Fly Ash and Other Waste:** Fly ash generated from our Captive Power Plant is fully recycled by cement plants, brick manufacturers, and for road construction by the National Highways Authority of India (NHAI). Other waste, such as mill scale from Cold Rolling Mills and bag filter dust from the Steel Melting Shop, is reused in ferro-alloy production.
- **Hazardous Waste Handling:** The Company ensures meticulous monitoring and management of hazardous waste within prescribed regulatory limits. Used oil, waste oil, and e-waste are sent to authorized recyclers registered with the State Pollution Control Board (SPCB) and Central Pollution Control Board (CPCB). Additionally, cold rolling mill effluent treatment plant sludge is partially repurposed for briquette production, with the remainder disposed of through approved common hazardous waste treatment facilities.
- **Plastic and Bio-Medical Waste Management:** All plastic waste is directed to authorized recyclers, with vendors registered under the Extended Producer Responsibility (EPR) program of the CPCB. Bio-medical waste is managed through disposal via certified common biomedical waste treatment facilities.
- **Sorting and Selling Waste:** The Company diligently collects, sorts, and stores waste by type before selling it to authorized vendors. This includes hazardous materials such as used oil and bag house filter dust, which are sent for processing at the briquette plant.

JSL is committed to continuously monitoring, refining, and enhancing our waste management processes. The Company aspires to adopt innovative recycling and reuse mechanisms for various waste streams, reinforcing our ongoing commitment to sustainability and resource efficiency.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

| S. No   | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|---|--------------------------------|--------------------|---|
| Not applicable, our plants are not situated around any ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests or coastal regulation zones). |                                |                    |   |

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|------|---|--|-------------------|
| Not applicable                    |                      |      |   |  |                   |

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non compliances, in the following format:

| Specify the law / regulation / guidelines which was not complied with | Provide details of the noncompliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|---|--------------------------------------|---|---------------------------------|
| Not applicable  |                                      |   |                                 |

### Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

(i) **Name of the Area:** Hisar Plant, Haryana

(ii) **Nature of operations:** Stainless Steel Manufacturing (Major processes include - Steel Melting (SMS), Hot Rolling, Cold Rolling, Special Product Division)

- (iii) **Water withdrawal, consumption and discharge in the following format:**

| Parameter   | FY 2025 (Current Financial Year) |                | FY 2024 (Previous Financial Year) |                |
|---|----------------------------------|----------------|-----------------------------------|----------------|
|   | Value                            | Unit           | Value                             | Unit           |
| <b>Water withdrawal by source (in kilolitres)</b>                                   |                                  |                |                                   |                |
| (i) Surface Water   | 2218698                          | Kilolitres     | 2336887                           | Kilolitres     |
| (ii) Groundwater  | 0                                |                | 0                                 |                |
| (iii) Third party water   | 0                                |                | 0                                 |                |
| (iv) Seawater / desalinated water   | 0                                |                | 0                                 |                |
| (v) Others  | 0                                |                | 0                                 |                |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>     | 2218698                          |                | 2336887                           |                |
| <b>Total volume of water consumption (in kilolitres)</b>                            | 2218698                          |                | 2336887                           |                |
| Water intensity per rupee of turnover (Water consumed / turnover)                   | 55.22                            | KL / INR Crore | 60.92                             | KL / INR Crore |
| <b>Water discharge by destination and level of treatment (in kilolitres) entity</b> |                                  |                |                                   |                |
| (i) Into surface water  | 0                                | Kilolitres     | 0                                 | Kilolitres     |
| - No treatment  |                                  |                |                                   |                |
| - With treatment  |                                  |                |                                   |                |
| (ii) Into Groundwater   |                                  |                |                                   |                |
| - No treatment  |                                  |                |                                   |                |
| - With treatment  |                                  |                |                                   |                |
| (iii) Into Seawater   | 0                                | Kilolitres     | 0                                 | Kilolitres     |
| - No treatment  |                                  |                |                                   |                |
| - With treatment  |                                  |                |                                   |                |



| Parameter                                     | FY 2025 (Current Financial Year) |            | FY 2024 (Previous Financial Year) |            |
|---|----------------------------------|------------|-----------------------------------|------------|
|   | Value                            | Unit       | Value                             | Unit       |
| (iv) Sent to third parties                    |                                  |            |                                   |            |
| - No treatment                                |                                  |            |                                   |            |
| - With treatment                              |                                  |            |                                   |            |
| (v) Others                                    |                                  | Kilolitres |                                   | Kilolitres |
| - No treatment                                |                                  |            |                                   |            |
| - With treatment                              |                                  |            |                                   |            |
| <b>Total water discharged (in kilolitres)</b> |                                  |            |                                   |            |

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**  
**If yes, name of the external agency**

Yes, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines as per Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**2. Please provide details of total Scope 3 emissions & its intensity, in the following format:**

| Parameter   | Unit   | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|---|--|----------------------------------|-----------------------------------|
| Total Scope 3 Emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent          | 3216693                          | 3345443                           |
| Total Scope 3 emissions per rupee of turnover   | Metric tonnes of CO <sub>2</sub> equivalent (in Cr.) | 80.05                            | 87.22                             |
| Total Scope 3 emission intensity (optional)–  | MTCO <sub>2</sub> e / production (TCS)               | 1.64                             | 1.90                              |

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**  
**If yes, name of the external agency.**

Yes, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines.

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities**

Not applicable as none of our facilities are located near any ecologically sensitive area

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

| S. No | Initiative undertaken                                | Details of the initiative (Web-link, if any, may be provided along with summary)   | Outcome of the initiative   |
|-------|--|--|---|
| 1     | Smart cooling control based on electrode temperature | Previously, the blowers used for cooling the charging chute and electrode glands operated continuously, consuming over 8 lakh units of electricity annually. Upon reviewing the furnace heat load and operating patterns, the team discovered that continuous blower operation was not always necessary. They analysed energy meter data, identified cooling load required, and calculated the energy-saving potential available. Based on this, a smart control operation was designed to operate the blowers as per cooling required in electrode for maintaining operating temperature threshold value. Implementing this solution required significant technical expertise and caution due to the high risk of inadequate cooling affecting electrode health and overall production. | After multiple trials, internal reviews, and calculations, the team successfully reduced blower runtime by 4.28 hours per day without any adverse impact on operations. As a result, the initiative now delivers annual savings of 1.66 lakh units of electricity, reducing energy costs by over INR 10.8 lakhs, with a payback period of just 15.5 months. |



| S. No | Initiative undertaken   | Details of the initiative (Web-link, if any, may be provided along with summary)  | Outcome of the initiative   |
|-------|---|---|---|
| 2     | Optimum use of chemicals, water and energy at the CPP-DM plant  | The project aimed to reduce excess consumption of chemicals, raw water, and electricity during the regeneration process of the demineralization (DM) plant at JSL Jajpur. Although this was a routine utility operation, a detailed internal review revealed that regeneration cycles were being carried out with more inputs than necessary, resulting in higher costs and energy use. The team found that outdated ejectors, valves, and flowmeters were causing flow restrictions, increasing pump loads, extending regeneration times, and disturbing resin beds—all of which reduced process efficiency. In response, the CPP operations team conducted an in-depth analysis of plant data to identify baseline consumption, assess equipment performance, and troubleshoot flow-related inefficiencies. | Through brainstorming sessions and process trials, the team implemented several low-cost yet effective interventions. These included replacing faulty ejectors, rotameters, and valves to improve flow; installing a home-built calibration pot to precisely control chemical dosing; optimizing upflow/ downflow rates and degasser levels; and maintaining ideal concentrations of HCl and NaOH to eliminate over-injection. As a result of these interventions, the plant achieved a 12% reduction in HCl consumption and a 15% reduction in NaOH consumption per cubic meter, saving INR 1.87 lakhs annually in chemical costs. Additionally, raw water consumption dropped by 420 m <sup>3</sup> per year, and electricity usage was reduced by 573 kWh and 10% increase DM water production.  |
| 3     | Cost saving from boiler waste water   | The initiative aimed to reduce water and energy wastage during the boiler hydro-testing process. The identified problem was the discharge of boiler testing DM water in drain, which led to resource loss and increased operational cost.   | To address this, the Settling tank was created & Boiler testing water was connected to a pipeline, which was extended to the cooling tower basin, enabling reuse of DM water, which was used for hydro-testing work. Additionally, a new valve was installed to facilitate controlled operation during boiler water draining. This modification allowed the previously DM wasted water to be reused in the cooling tower, thereby saving both water and energy.<br>The project was implemented in the financial year 2024–2025, with a total investment of Rs. 0.1 Lacs.<br>Outcome of the Initiative:<br>Water Savings: A total of 2532 m <sup>3</sup> of water is saved annually, which was previously discharged during boiler hydro-tests.<br>Cost Savings from Water: With a clarified water cost of Rs. 12/m <sup>3</sup> , the total annual saving from water reuse is Rs. 30,384.<br>Energy Savings: Cooling tower (CT) make-up pump operates with a flow rate of 1200 m <sup>3</sup> , an efficiency of 65%, and a rated capacity of 125 kWh. The pump runs for approximately 2.11 hours annually for the reused water, resulting in 263.75 kWh of energy saved. |
| 4     | Minimisation of Electrical Energy Consumption in the Electric Arc Furnace (EAF) through Maximum Use of Liquid Chrome in the Steel-Melt-Shop (SMS) Section | Initiatives taken at SMS<br>1. Production Planning: Prioritised tapping of maximum liquid chrome for EAF heats.<br>2. Optimised Pouring: Ensured direct, high-volume hot-metal transfers from the source ladle to the furnace to minimise temperature loss.<br>3. Heat-Loss Control: Reduced skull formation and other heat losses, thereby lowering unwanted arcing time.<br>4. Process-Time Reduction: Streamlined sequences to shorten overall EAF heat cycle.   | The initiative has led to an 16% increase in specific chrome consumption per MT of slab, resulting in 6,766,928 kWh electricity saving & 6,000 tCO <sub>2</sub> e emission abatement in FY 2024-25.   |



| S. No | Initiative undertaken   | Details of the initiative (Web-link, if any, may be provided along with summary)   | Outcome of the initiative  |
|-------|---|--|--|
| 5     | Energy Saving by Modifying the Control Logic of Fume Extraction ID Fan Operation (for 60 MVA – SAF 1 & 2) | <p>The existing system, both 132 kW Induced Draft (ID) fans for fume extraction in SAF 1 &amp; 2 run at full speed (45 Hz) during tapping—even if only one furnace is operational. This inefficiency is due to the absence of outlet dampers due to space constraint. The resulting backpressure from one running fan causes the idle fan to rotate unintentionally and trip on startup, necessitating simultaneous operation of both fans.</p> <p>Initiative Taken: The control logic was modified to operate both fans at reduced speed when only one furnace is tapping:</p> <ol style="list-style-type: none"> <li>1. When only one furnace is tapping: both ID fans run at 30 Hz instead of 45 Hz.</li> <li>2. When both furnaces are tapping, both fans run at 45 Hz.</li> </ol> | The initiative led to 257,400 kWh/year electrical energy saving which translates to 228 tCO <sub>2</sub> e carbon abatement per year |
| 6     | Implementation of multiple energy conservation and decarbonization initiatives at Hisar facility          | Energy conservation initiative- Thermal & Electrical at Hot Rolling & Cold Rolling division  | These projects have cumulatively abated 1,87,341 tCO <sub>2</sub> e Emissions.   |
| 7     | Material Movement   | As part of the ongoing commitment to energy efficiency and resource optimization, the Hisar facility introduced electric forklifts into plant operations during FY 2024–25. This shift from conventional diesel-powered equipment to electric alternatives not only reduces greenhouse gas emissions but also enhances operational efficiency, lowers maintenance costs, and contributes to a cleaner and safer working environment.   | 12 tCO <sub>2</sub> e Emission Reduction   |

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

JSL has established a comprehensive Onsite Emergency Plan and Disaster Control strategy designed to ensure seamless business continuity for a wide range of potential disruptions, including explosions, fires, cyberattacks, and other critical incidents. This strategy reflects the Company's unwavering commitment to operational integrity.

The plan is the result of rigorous benchmarking against industry best practices and global leaders in Business Continuity Management. Each component of the strategy is aligned with the highest standards of emergency preparedness.

A well-defined governance structure is at the core of this framework, ensuring clarity in roles and responsibilities during emergencies.

This structured approach ensures a coordinated, timely, and effective response to emergencies, prioritizing the safety of employees and the continuity of critical operations.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

JSL acknowledges the critical role that its value chain partners play in achieving its environmental and broader sustainability objectives. While there are no significant direct adverse environmental impacts reported from the value chain, the Company remains vigilant and proactive in monitoring potential risks associated with sourcing, logistics, and third-party operations.

To address and mitigate any potential environmental impacts across the value chain, JSL has implemented the following measures:

- A Group-level Supplier Code of Conduct and Responsible Sourcing Policy have been established. These outline the Company's expectations regarding environmental compliance, resource efficiency, emissions control, and waste management from all suppliers and contractors.



- JSL actively engages with value chain partners to promote sustainable practices, share environmental performance standards, and provide guidance on reducing carbon footprint, improving waste management, and adopting cleaner technologies.
- The Company fosters long-term partnerships based on transparency, accountability, and mutual commitment to environmental stewardship.

By embedding sustainability into supplier engagement, JSL is committed to driving positive environmental impact, fostering responsible practices across the value chain, and creating shared value for all stakeholders.

#### 7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts

100%

Remarks: Suppliers play a critical role in our overall business success and sustainability journey. With a firm commitment to ethical sourcing and responsible supply chain management, the Company has developed Supplier Code of Conduct and Responsible Sourcing Policy which outlines our expectations from suppliers regarding environmental stewardship, social responsibility including Health and Safety practices, working conditions, ethical business practices, and compliance with relevant laws and regulations. As per JSL's Supplier Code of Conduct, each supplier must comply with all the statutory and regulatory norms that are applicable to them. The suppliers are also required to sign and stamp on the copy of Suppliers Code of Conduct with JSL prior to engaging into business / new transaction. ISO 45001 certification is also included in the questionnaire.

#### 8. How many Green Credits have been generated or procured:

- By the listed entity: NIL
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners: NIL

### PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

#### Essential Indicators

##### 1. a. Number of affiliations with trade and industry chambers/ associations.

13

##### b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

| S. No | Name of the trade and industry chambers associations               | Reach of trade and industry chambers/ associations (State/National) |
|-------|--|---|
| 1     | Confederation of Indian Industry (CII)                             | National  |
| 2     | Federation of Indian Chambers of Commerce and Industry (FICCI)     |   |
| 3     | The Associated Chambers of Commerce & Industry of India (ASSOCHAM) |   |
| 4     | PHD Chamber of Commerce and Industry (PHDCCI)                      |   |
| 5     | Indian Chambers of Commerce (ICC)                                  |   |
| 6     | Indian Steel Association (ISA)                                     |   |
| 7     | Indian Stainless Steel Development Association (ISSDA)             |   |
| 8     | Steel Furnace Association of India                                 | State   |
| 9     | The Alloy Steel Producers Association of India                     |   |
| 10    | Utkal Chamber of Commerce & Industry (UCCI)                        |   |

##### 2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
|                   | Nil               |                         |



## Leadership Indicators

### 1. Details of public policy positions advocated by the entity.

| Public policy advocated  | Method resorted for such advocacy  | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, if available |
|--|--|--|---|------------------------|
| <p>During FY 2024–25, continued to demonstrate its leadership in policy advocacy within the stainless-steel sector. As a committed industry frontrunner, the company actively collaborated with key government bodies and trade platforms including the Ministry of Steel, Department of Commerce, ISSDA, ISA, CII, FICCI, ASSOCHAM, and PHDCCI to promote policy frameworks conducive to the growth and resilience of the stainless-steel ecosystem.</p> <p>JSL's policy engagement during the year focused on the following strategic areas:</p> <ul style="list-style-type: none"> <li>Pursuing the interests of the Stainless-Steel Sector in the Union Budget Memorandum.</li> <li>Championing the application of trade remedial measures to counter unfair trade practices.</li> <li>Presenting counter-submissions in response to trade defence actions initiated by other nations.</li> <li>Aiding in the rollout and enforcement of BIS standards and Quality Control Orders (QCOs) relevant to stainless steel and downstream products.</li> <li>Highlighting the discrepancies, along with data submission on the status of Exclusion Request grants by the U.S. under Section 232, to the Ministry of Steel / Department of Commerce.</li> <li>Participating in stakeholder consultations to promote equitable terms for the stainless-steel industry in both ongoing and proposed Free Trade Agreements (FTAs).</li> <li>Successfully advocated for adoption of Melt and Pour as the criteria for public procurement under the DMI&amp;SP Policy.</li> <li>Recommending policy suggestions to ensure fair representation of stainless steel in India's roadmap for green steel and decarbonization.</li> </ul> <p>Beyond regulatory and trade matters, JSL maintained its commitment to sustainability and infrastructure longevity by pushing for broader adoption of stainless steel in public projects. The company consistently highlighted the critical role of stainless steel in combating corrosion—framing it not just as a material choice, but as a long-term economic and environmental imperative.</p> | <p>In FY 2024–25, JSL pursued a multi-pronged strategy to advance its policy priorities. The company engaged with key government ministries and departments through a mix of formal representations, routed through leading industry bodies and trade associations. These written inputs were systematically reinforced through follow-up meetings, targeted advocacy efforts, and persistent communication to ensure timely attention and resolution of critical issues.</p> <p>As part of its ongoing commitment to combating corrosion and promoting sustainable infrastructure, JSL entered into its 2<sup>nd</sup> year of collaboration with the CII Corrosion Management Division under the MoU signed in February 2023. During the FY 25, the company actively contributed to a series of technical seminars and stakeholder consultations focused on shaping a robust national policy on corrosion prevention. These initiatives emphasized the economic and environmental benefits of stainless steel in mitigating corrosion-related challenges across sectors.</p> | No   | NA  | -                      |



## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

#### 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

| Name and brief details of project   | SIA Notification No | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|---|---------------------|----------------------|---|--|-------------------|
| Not applicable. No such project requiring SIA under Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013 was carried out in the reporting year |                     |                      |   |  |                   |

#### 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

| Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAF covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|--|-------|----------|---|-------------------------|---|
| Not applicable                           |       |          |   |                         |   |

#### 3. Describe the mechanisms to receive and redress grievances of the community

Regular dialogues with the community helped us tailor projects to address specific social challenges effectively. JSL has deepened our engagement with community members through CSR initiatives implemented both independently and in partnership with NGOs at our plant locations. These efforts were designed collaboratively with community stakeholders, including women, farmers, youth, schools, government representatives, and local panchayats, fostering an inclusive and participatory approach. Our initiatives focused on empowering women through skill and livelihood projects, providing health programs in remote villages, offering skill training for youth, and ensuring access to clean drinking water in schools.

Our Stakeholder Grievance Policy details a clear, step-by-step process. This involves promptly receiving and acknowledging grievances, followed by a thorough investigation. JSL then work to resolve the issue, communicating the solution back to the complainant, and finally closing the grievance. This ensures transparent and effective handling of community concerns.

#### 4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

|  | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|--|----------------------------------|-----------------------------------|
| Directly sourced from MSMEs/ small producers | 11.04%                           | 5.38%                             |
| Directly from within India                   | 41%                              | 42%                               |

#### 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

| Location     | FY 2025 (Current Financial Year) | FY 2024 (Previous Financial Year) |
|--------------|----------------------------------|-----------------------------------|
| Rural        | 6%                               | 0.6%                              |
| Semi-urban   | 47%                              | 53.6%                             |
| Urban        | 40%                              | 37.6%                             |
| Metropolitan | 7%                               | 8.2%                              |

**Leadership Indicators**

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

| S. No | Details of negative social impact identified | Corrective action taken |
|-------|--|-------------------------|
|       | Not applicable                               |                         |

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

| S. No | State   | Aspirational District | Amount spent (In INR) |
|-------|---------|-----------------------|-----------------------|
| 1     | Haryana | Nuh                   | 9,12,700/-            |

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No, JSL does not have a preferential procurement policy. JSL strives to ensure that all potential suppliers are given a fair opportunity to participate and transactions with them are conducted in a transparent manner.

- b. From which marginalized /vulnerable groups do you procure?

Not Applicable

- c. What percentage of total procurement (by value) does it constitute?

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

| S. No | Intellectual Property based on traditional knowledge | Owned/Acquired (Yes/No) | Benefit shared (Yes/No) | Basis of calculating benefit share |
|-------|--|-------------------------|-------------------------|------------------------------------|
|       | Not applicable                                       |                         |                         |                                    |

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

| S. No | Name of authority | Brief of the Case | Corrective action taken |
|-------|-------------------|-------------------|-------------------------|
|       | Not applicable    |                   |                         |

6. Details of beneficiaries of CSR Projects:

| S. No | CSR Project                     | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|-------|---------------------------------|---|--|
| 1     | Education and Skill Development | 7,349                                       | 82.8%  |
| 2     | Environment                     | 35,950                                      | 78.9%  |
| 3     | Health                          | 13,489                                      | 96.3%  |
| 4     | Heritage, art and culture       | 10,000                                      | 65.0%  |
| 5     | Rural Development               | 10,799                                      | 85.6%  |
| 6     | Sports                          | 317   | 87.6%  |
| 7     | Women Empowerment               | 14,662                                      | 91.8%  |
|       | <b>TOTAL</b>                    | <b>92,566</b>                               | <b>83.1%</b>   |

## PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicators

#### 1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

JSL follows a customer-centric business philosophy to elevate customer experience by developing a customer management system for customers in both Domestic and Export markets that allows them to lodge complaints and receive timely responses therein. To ensure a seamless process, complaints can be lodged either on the Hybris platform / ₹4C portal (for Domestic Customers) or by the Sales team (for export Customers) in SAP along with all supporting documents. Upon receiving a complaint, each case is assigned a unique code, triggering an automated notification system that promptly alerts the relevant stakeholders. The management level technical team consisting of personnels from central quality reviews the complaint and requests additional details from the customer if required. Additionally, a visit may be planned by JSL's technical team to the customer's end depending on the nature of the complaint and samples may be collected for further analysis. An interim acknowledgment is provided to the customer by the quality assurance team within 24 hours and a technical settlement note is released based on investigations. Customers can then review the settlement note and provide feedback to JSL. If not accepted by the customer, the complaint is further escalated to the senior leadership team (i.e. Head- Central Quality) for the final closure. Technical closure of complaints is in line with the mutually agreed Service Level Agreement (SLA) with the sales team and within 30 days of lodging (Export) of complaint.

#### 2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

|   | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product |                                   |
| Safe and responsible usage                                  | 100 %                             |
| Recycling and/or safe disposal                              |                                   |

**Remarks:** 100 % of our product material safety data sheet (MSDS) that contains information on hazard identification, handling & storage, ecological information & disposal considerations

#### 3. Number of consumer complaints in respect of the following:

| Category                       | FY 2025 (Current Financial Year) |                                   |         | FY 2024 (Previous Financial Year) |                                   |         |
|--------------------------------|----------------------------------|-----------------------------------|---------|-----------------------------------|-----------------------------------|---------|
|                                | Received during the year         | Pending resolution at end of year | Remarks | Received during the year          | Pending resolution at end of year | Remarks |
| Data privacy                   | 0                                |                                   | NA      | 0                                 |                                   | NA      |
| Advertising                    |                                  |                                   |         |                                   |                                   |         |
| Cyber-security                 |                                  |                                   |         |                                   |                                   |         |
| Delivery of essential services |                                  |                                   |         |                                   |                                   |         |
| Restrictive Trade Practices    |                                  |                                   |         |                                   |                                   |         |
| Unfair Trade Practices         |                                  |                                   |         |                                   |                                   |         |
| Others                         | 1649                             | 23                                |         | 1096                              | 14                                |         |

#### 4. Details of instances of product recalls on account of safety issues:

| Category          | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0      | 0                  |
| Forced recalls    |        |                    |

#### 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company has a framework on cybersecurity and risks related to data privacy: <https://www.jindalstainless.com/wp-content/uploads/2025/02/JSL-Information-Security-Policy.pdf>

Cyber security and risk related to data privacy are also covered in the Risk Management Policy of the Company.



6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services**

No such instances occurred during FY 2024-25. However, JSL regularly sends cyber awareness emails to users and provides training to customers on data security. To ensure compliance, role-based access is assigned according to the agreement.

7. **Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches**

0

- b. **Percentage of data breaches involving personally identifiable information of customers**

0

- c. **Impact, if any, of the data breaches**

Not Applicable

### Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

All our stakeholders can access information on JSL's products and services on the website at: <https://www.jindalstainless.com/products/>. For detailed information on product data sheets, including chemical composition, mechanical properties, applications, and process routes, one can refer to our product brochure available at <https://www.jindalstainless.com/product-brochure/>.

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services**

JSL connects with its varied customer groups to spread awareness of the technical features as well as responsible usage of the products. For ease of access, all product-related details are publicly available at - <https://www.jindalstainless.com/product-brochure/>. Additionally, regular cross-functional team visits are organized to customer locations, which aims at comprehending the requirements and engaging in technical discussions regarding product suitability. Likewise, the sales team conducts informative annual training sessions for customers and consumers, fostering awareness about the benefits and applications of stainless steel. Furthermore, JSL hosts a comprehensive fabricator training sessions that empower participants with invaluable expertise. In addition to this, the Company owned display vans are being actively engaged in conducting customer training programs, and participating in EXPOs, and exhibitions thereby promoting safe usage and creating awareness.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services**

Customers are informed of any risk of disruption/ discontinuation of essential services through email and communication from Key Account Managers. Additionally, in the event of any major disruption or discontinuation of product supply, consumers may be informed through our official website, social media handles, and press releases.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, product details are displayed on a sticker with the product grade, batch number, heat number, dimension, quantity, and certification logos as per REACH/RoHS guidelines for 200, 300, and 400 series stainless steel grades. Additionally, ISI marks and BIS certifications are included for various grades of stainless steel, including BIS licenses as per IS 5522:2014 (Stainless steel sheets and strips for Utensils), IS 15997:2012 (Low Nickel Austenitic Stainless Steel and Strip for Utensils and Kitchen Appliances), IS 6911:2017 (Stainless Steel Plate, Sheet and Strips specification), IS 9294:1979 (Cold Rolled Stainless Steel strips for Razor Blades), IS 9516:1980 (Heat Resisting Steel), and IS 14650:2023 (Unalloyed and Alloyed steel ingot and semi-finished products for re-rolling purposes). This enables the Company to be a preferred stainless-steel manufacturer with BIS licenses.



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## INDEPENDENT REASONABLE ASSURANCE STATEMENT

### Independent Assurance Statement to Jindal Stainless Limited on its BRSR Report for the FY 2024-25

The Board of Directors,

**Jindal Stainless Limited,**  
Jindal Centre  
12, Bhikaji Cama Place,  
New Delhi - 110066, India

#### Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Jindal Stainless Limited (the 'Company' or 'JSL') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Report') pertaining to the reporting period of April 1, 2024, to March 31, 2025. SGS India has conducted a Reasonable level of Assurance for BRSR Report (BRSR core and non-core indicators against all 9 Principles), including essential and leadership indicators and all disclosures made thereunder. The assurance also covered GHG disclosures made by JSL for GHG inventory including Scope 1, 2 and 3 emissions in accordance with disclosures as per GHG Protocol. This assurance engagement was conducted in accordance with "International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

#### Reporting Framework

The Report has been prepared following the

- 1) BRSR Core–Framework for assurance and ESG disclosures for value chain (SEBI vide Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122) dated July 12, 2023 and as amended time to time.
- 2) BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 and as amended time to time.
- 3) BRSR Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20<sup>th</sup> Dec, 2024
- 4) BRSR Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28<sup>th</sup> March, 2025
- 5) Greenhouse Gas Protocol standards

#### Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Jindal Stainless Limited's internal and external Stakeholders.

#### Responsibilities

The information in the report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.





SGS India Private Limited  
4B, Adi Shankaracharya Marg,  
Vikhroli (West), Mumbai – 400083

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www.sgs.com

### Assurance Standard

SGS has conducted a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes and the remaining non-core parameters under 9 BRSR principles, including all essential and leadership indicators as specified under BRSR standards and amendments made as on date. Furthermore, Reasonable Assurance was carried out for GHG disclosures in accordance with ISAE 3410 for entire emission inventory (including Scope 1,2 and 3 emissions). This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000(revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000(revised) standard but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

### Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS India affirms our independence from Jindal Stainless Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

### Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators including all KPI's within the report for the period April 1, 2024, to March 31, 2025. The reporting scope and boundaries are on a standalone basis.

On-site verification of data and internal controls at the following manufacturing locations

- JSL, Jajpur, Odisha (Manufacturing site)
- JSL, Hisar, Haryana (Manufacturing site)

Virtual verification through screen sharing tools at the following locations:

- JSL, Jindal Centre, New Delhi (Corporate Office)
- JSL Service Centers
- JSL Stockyards

### Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core KPIs, BRSR non-core indicator, essential and leadership indicators and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Corporate Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.



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### Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the Company. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in “Findings and Conclusion.”
- The assurance engagement considers an uncertainty of  $\pm 5\%$  based on the materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

### Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report (as per table below) is complete, accurate, reliable, has been fairly stated in all material respects, and is prepared in line with the BRSR requirements

The list of BRSR Report (Core + Non-Core) Indicators that were verified within this assurance engagement is given below:

| Principles  | Reasonable                              |                       |                 |
|---|---|-----------------------|-----------------|
|   | Essential Indicators                    | Leadership Indicators | Core Indicators |
| Section A   | General Disclosures                     |                       |                 |
| Section B   | Management and process disclosures      |                       |                 |
| Section C   |   |                       |                 |
| Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.        | 1,2,3,4,5,6,7                           | 1, 2                  | 8,9             |
| Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.   | 1,2,3,4                                 | 1,2,3,4,5             | -               |
| Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.                        | 1(a)(b),2,3,4,5,6,7,8,9,10, 12,13,14,15 | 1,2,3,4,5, 6          | 1(C),11         |
| Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.  | 1,2                                     | 1,2,3                 | -               |
| Principle 5: Businesses should respect and promote human rights.  | 1,2,3<br>(a),4,5,6,8,9,10,11            | 1,2,3,4,5             | 3 (b),7         |
| Principle 6: Businesses should respect and make efforts to protect and restore the environment.   | 2,5,6,8,10,11,12,13                     | 1,2,3,4,5,6,7,8       | 1,3,4,7,9       |
| Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent. | 1(a), (b),2                             | 1                     | -               |
| Principle 8: Businesses should promote inclusive growth and equitable development.  | 1,2,3                                   | 1,2,3,4,5,6           | 4,5             |
| Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner   | 1,2,3,4,5,6                             | 1,2,3,4               | 7               |



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For and on behalf of SGS India Private Limited

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| <p><b>Ashwini K. Mavinkurve,</b><br/><br/>Technical reviewer<br/>Head – ESG &amp; Sustainability Services, SGS India<br/>Pune, India<br/>18th July, 2025</p> | <p><b>Abhijit M. Joshi</b><br/><br/>Lead Verifier – ESG &amp; Sustainability Services, SGS India<br/>Pune, India<br/><br/>Team Members: Harishanker Tiwari</p> |